

# MANAGER 23

## HOW ERS WORKS

EASY GUIDE

### ERS STRATEGIES

DEPLOYED  
8.9 / 4.8 MJ

4.8 / 4.8 MJ

HARVESTED  
1.5 / 2.0 MJ

#### STRATEGIES



Δ / LAP

⌂ Deploy

8

-2 MJ

N Neutral

-

-

⌂ Top-Up

8

+0.2 MJ

⌂ Harvest

8

+1 MJ

#### TACTICAL APPROACH

ERS Battle Assist



# 20pickup Truck Ers Guide

**Harvard Business Review,Nancy  
Duarte**



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