

Ownership

concept cards[©]

FOR TEAMS, MANAGERS OR LEADERS

Organize responsibilities in companies through ownership not through functions

Concept Ownership

Every object in a company should have exactly one and only one owner. No object should be ownerless.

Every object in a company falls into one of the following four categories: products¹, resources², channels, immaterial assets.

Responsibility derives from ownership.

Work is broken down into individual tasks. Each task (■) also has a unique owner.

¹ including services

² including material assets

An upright honeycomb is the symbol for ownership. It leads to work in form of tasks ■.



Immaterial Assets

Customers, brand, patents, rights, financial assets, etc.

Channels

The ways through which the products reach the customers.

Products

Everything, that is produced for external or internal purposes is a product. Every product needs a customer or it is not needed.

Resources

Labour, Ingenuity, Systems, IT, PPEs, Information, Knowledge, Supplies, Energy, Capital, ...

Responsibilities of Owners

Ownership is granted, accepted and withdrawn by the company's ownership board.

Only the owner decides on the use of and the changes to the object. The owner is solely responsible for maintaining and developing the object. The owner can request the products¹ or resources² of other owners to achieve this.

The owner receives funds for selling or lending the object or its use and expends funds for maintaining and developing the object.

Ownership can be passed on. The owner can lend the object to one or more borrowers. The owner can grant modification rights, but only to one borrower at a time.

All owners can be supported by one or more teams. Team members perform the work tasks resulting from the ownership.