

Ownership

concept cards[©]

FOR TEAMS, MANAGERS OR LEADERS



Organise responsibilities in companies through ownership for entities not through functions

Concept Ownership

1. Every entity in a company should have exactly one and only one owner. No entity should be ownerless.
2. Every entity in a company falls into one of the following four categories: resources (▲) incl. persons (○), products¹ (■), solutions (□) and assets² (◆).
3. Responsibilities derive from ownership and result in work. Work is broken down into individual tasks (■).

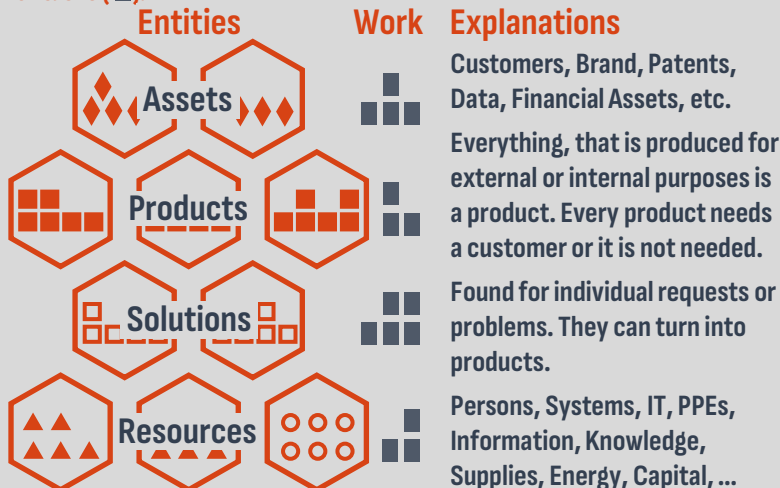
¹ including services

² assets can also be resources

Responsibilities of Owners

- A. Ownership is granted, accepted, and withdrawn by the company's ownership board.
- B. Ownership can be passed on to a new owner. Owners can have deputies.
- C. Only the owner decides on the use of and the changes of the entity. The owner is solely responsible for maintaining and developing it. The owner can use the assets, products or resources of other owners to achieve this.
- D. Ownership comes with an agreed budget for maintenance. Investments require requests.

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



Results of Ownership

- a. The owner expends funds for maintaining and developing the entity and receives funds for selling or lending it. The owner can lend the entity to one or more borrowers. The owner can grant modification rights, but only to one borrower at a time.
- b. All owners can be supported by one or more teams. Team members perform the work tasks resulting from the ownership.