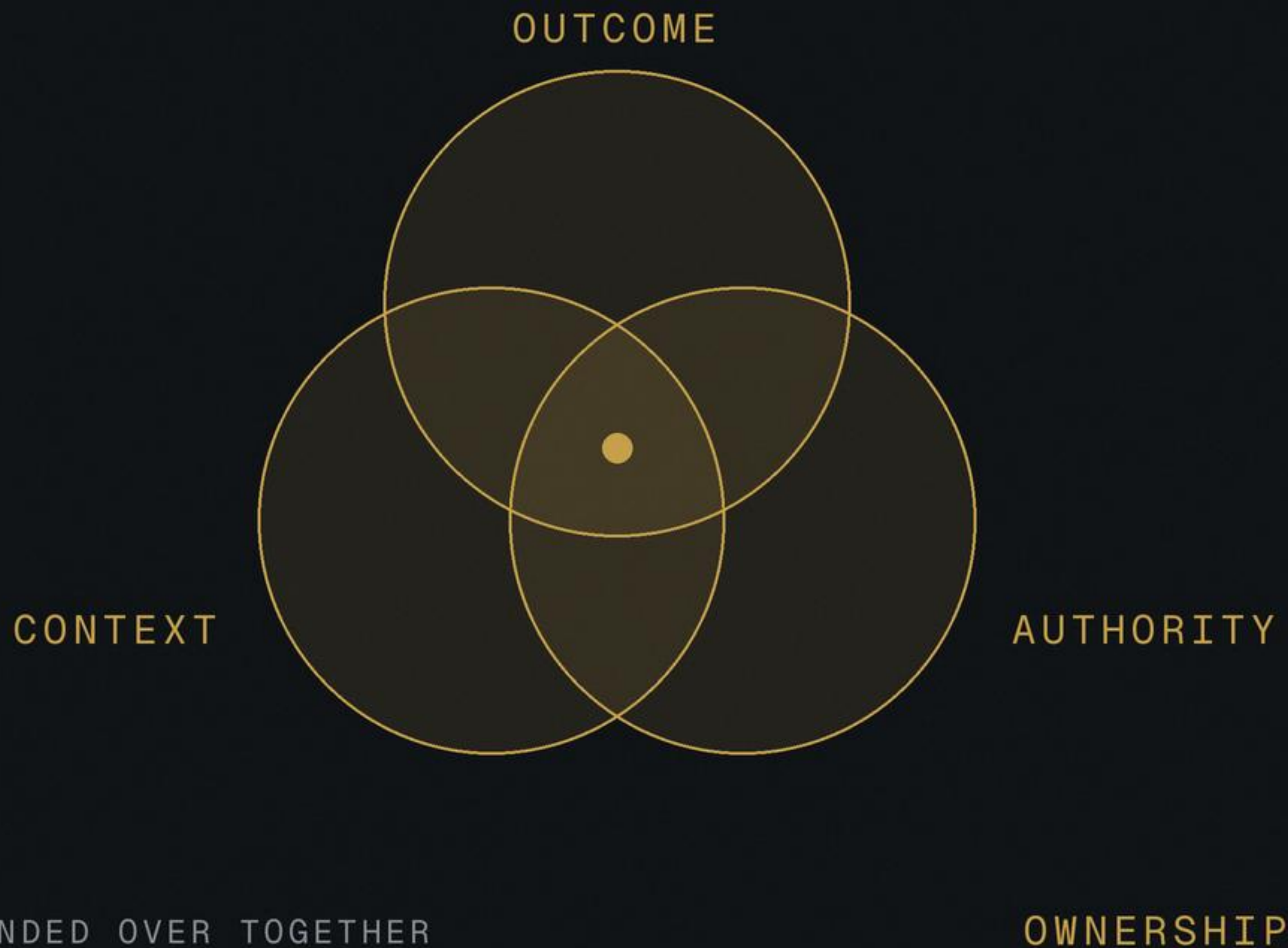




Ownership is three things,
handed over *together*.



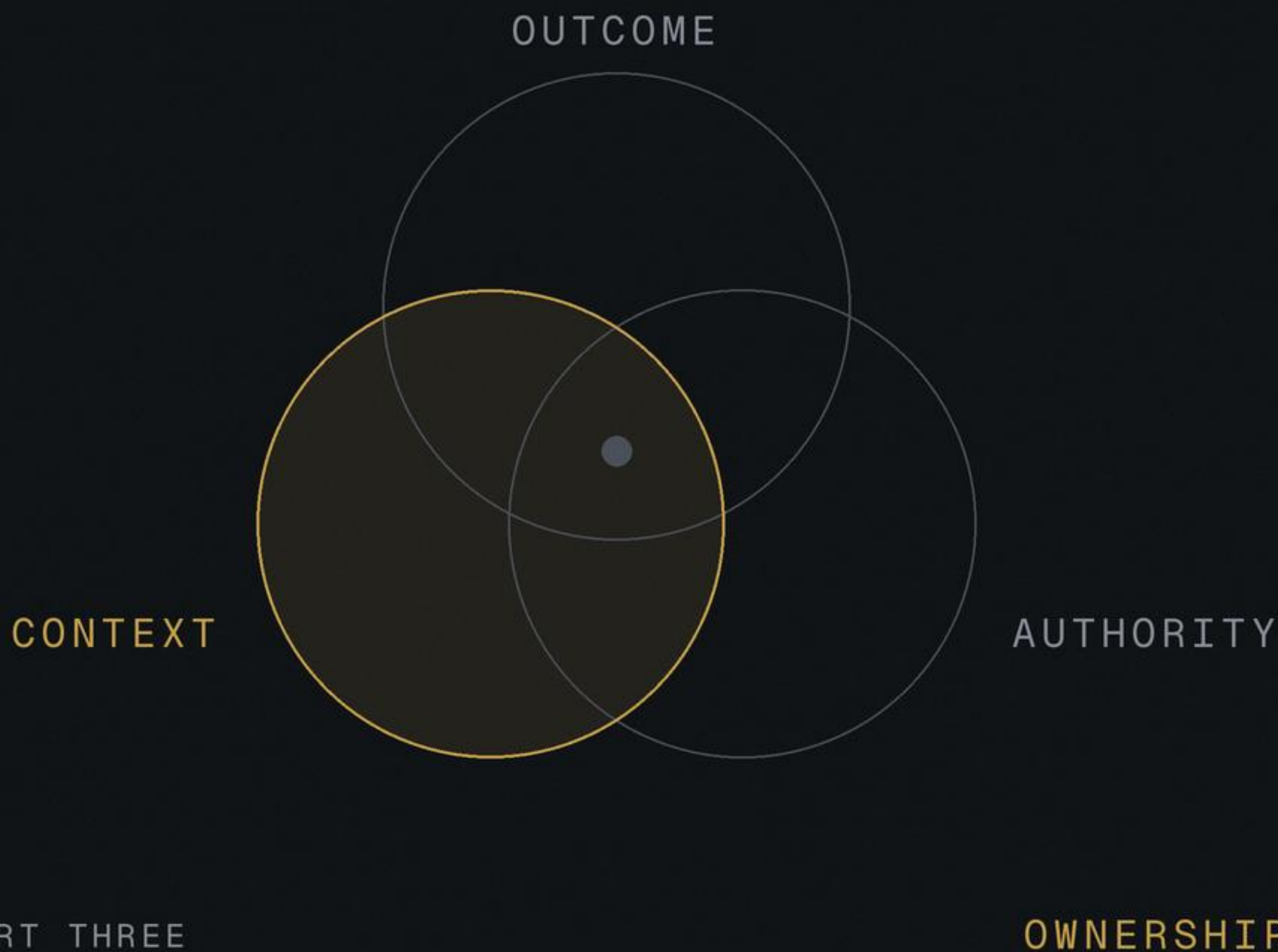
PART ONE

OWNERSHIP

Outcome. What good
looks like, in one line.



Authority. The calls
they make without asking.



Context. Why it matters,
and what you know.

OUTCOME WITHOUT AUTHORITY

becomes waiting.

AUTHORITY WITHOUT CONTEXT

becomes guessing.

CONTEXT WITHOUT AN OUTCOME

becomes drift.

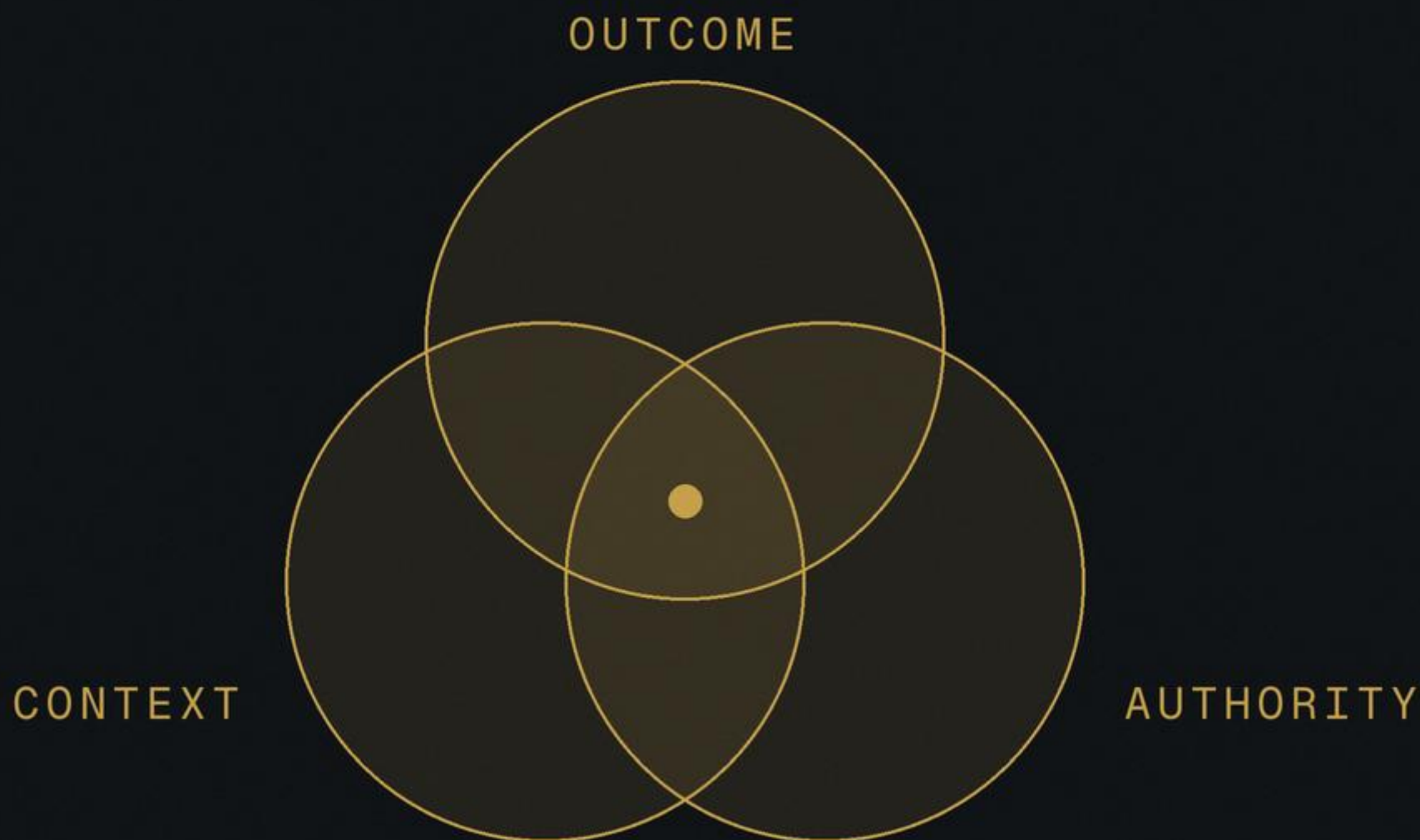
Hand over fewer, and you have
delegated a *task*.



HANDED OVER TOGETHER

THE NEXT DECISION

The test: can they make the
next decision *without you?*



Give the whole job, and people
grow to its *size*.