Implicit → Explicit

In most organizations, responsibilities are vague and implied.

Changes to roles, strategies, and responsibilities go unrecorded.

How are you expected to own your autonomy when you're dependent on someone to even know what decisions you can make, or how to get the help you need?

This leads to ambiguity, inefficiency, and dysfunction.

Healthy organizations make as much information as explicit as possible by putting it in a place where everyone can see it.

Centralized Authority → Distributed Authority