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- ownership
- alignment
- technical excellence
- productivity

**You cannot stop passion**

and why excellent teams fall

**It's not easy to spot the problem**

you still need to try

Management/development wall

- Drive (Daniel Pink)
- Management 3.0 (Jurgen Appelo)

# **Ownership**

Why would someone take the responsibility?

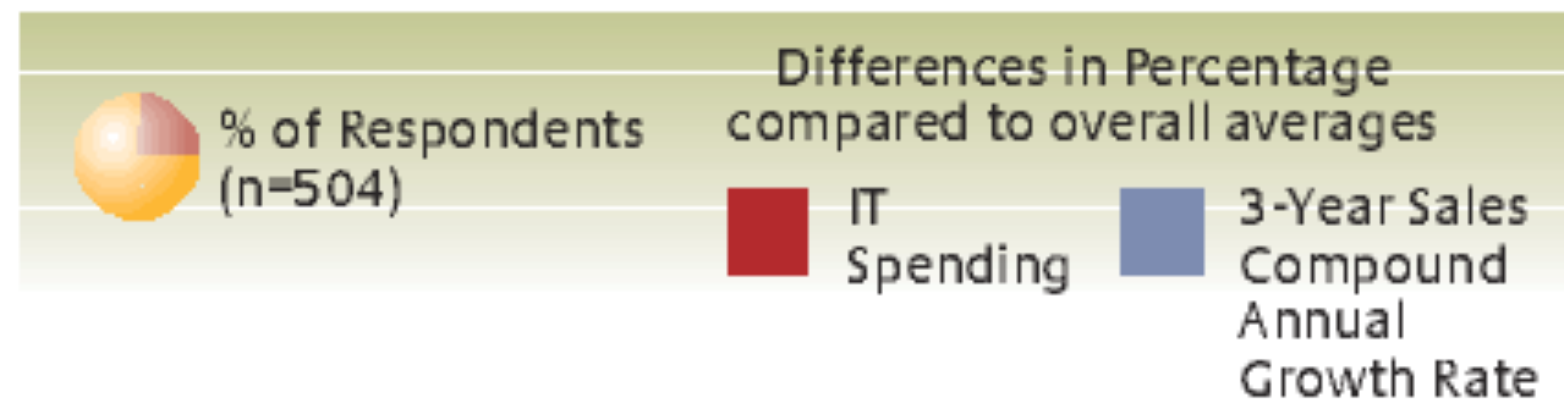
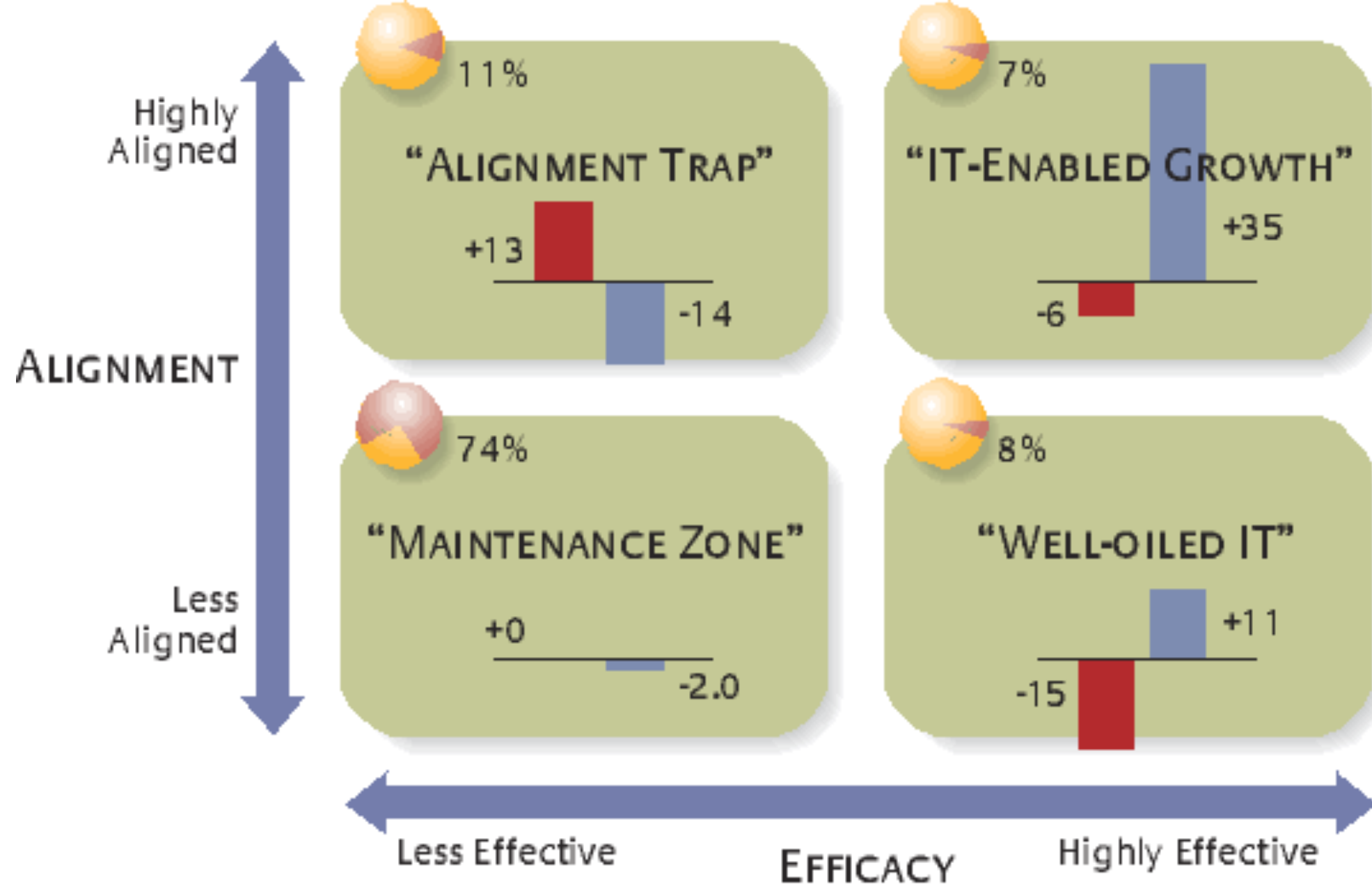
On both down and up the command chain



Don't be afraid to break the system. It should be resilient enough not to brake.

Anti-fragile

Transport decisions to knowledge, not the other way  
around



**Note:** Based on 504 responses from 452 companies

**Source:** Bain Analysis

