

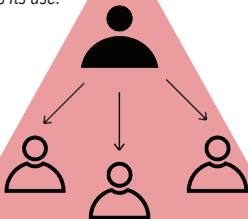
FREEDOM V

IMPLEMENTING SELF-GOVERNANCE

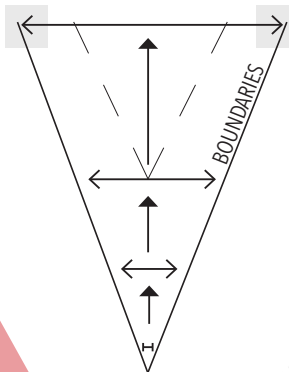
WITHIN AN ORGANIZATION

WHAT HAPPENS HERE?

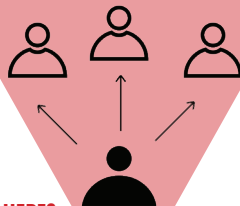
The head of an organization implements the Freedom V and oversees its use.



LEGAL STRUCTURE NECESSARY FOR ORGANIZATION TO RUN.



IN ORDER TO CREATE A SELF-GOVERNING ORGANIZATION, YOU MUST ENABLE, EQUIP, DELEGATE, AND SET CLEAR FREEDOM V's.



WHAT HAPPENS HERE?

Authority chooses to apply the power in an "inverted" manner.

FREEDOM V

The legal authority structure reflects the reality of all organizations. In companies, it is the power to hire and fire, promote and demote, assign roles and responsibilities, delegate authority, etc. It is the way it is.

However, we get to choose how to **implement** the authority structure. **THERE ARE TWO OPTIONS:**

OPTION 1: We can choose the legal authority structure as our implementation strategy; decisions are concentrated with those at the top of the structure (having legal authority).

If we choose the **Legal Authority Structure for implementation:**

- Leader is celebrated; mission is subordinate to leader's honor.
- Leader makes most decisions.
- Leader dictates responsibility and hands out rewards.
- A hierarchy of authority develops and everyone tries to climb as high as possible up the pyramid.
- Participants find their place and do no more than the necessary tasks associated with where they land.
- Concentrated decision-making squelches human creativity.

For the **inverted paradigm**, legal authority remains "traditional" but the authority chooses to apply the power in an "inverted" manner- to enable, equip, delegate, set clear freedom V's, and create a self-governing organization.

OPTION 2: We can invert the structure and lead through service to the mission, and empowerment of the entire organization to make mission-focused decisions, within proper boundaries.

If we choose the **Inverted Structure for implementation:**

- Leader focuses on clear goals and roles to best achieve mission and purpose.
- The participants with the highest authority use it to serve, equip, and empower others.
- Decisions are pushed to the role best postured to make them.
- Decisions center around purpose rather than personality.
- Leader creates a culture of self-governance, inviting participants to embrace the purpose of the organization and how they might contribute to it.
- Dispersed decision-making with clear "Freedom V's" leads to unleashing human creativity.
- Instead of pursuing the spoils of a role, the members of the organization share a truly meaningful mission, making meaningful contributions to something bigger than themselves.