

# Ownership

## Ownership

The purpose of this document is to defend ownership. There has been some quibbling over the word ownership. Specifically, it seems anyone with a union background is uncomfortable with the word's use in describing teamwork. However, excellent teamwork is about giving, and it is impossible to give what you do not own. So, until I find a substitute I have to use the word ownership. Excellent teamwork is about giving and working together or giving and receiving. So, excellent teamwork is about developing and recognizing gifts and their ownership.

## Source of Ownership - What Came First

The concept of ownership is difficult for a person who believes the egg came first. If the egg came first, then ownership is something that evolved by force. But, if the chicken came first and he was a smart and gifted Chicken, then he came with ownership of that gift. If before time began, all chickens and all men (men/women) were given special gifts designed uniquely for their purpose in God's Kingdom; then, we do not have to fight over ownership because we all have something to give. Plus, God has promised to supply us with everything we need for our giving (like command authority over the gifts of other people designed to help us).

## Team Roles and Measured Performance

For years I have been describing ownership as a key element of teamwork. Ownership defines authority, both command and expert authority. Authority and responsibility must go together, so ownership also defines responsibility. TeamsWin Business Models define and measure teamwork. When everyone on the team understands the team owner's vision (defined in multimedia by the reporting system he has established), they can freely apply their expert authority with courtesy to the command authority within that system. That same formally defined reporting system will give them the elements they need to define both functional and cross-functional teams for measuring teamwork by specific purpose.

## Summary: Ownership

The purpose of this document is to defend ownership. Excellent teamwork is about giving. It is impossible to give what you do not own. Excellent teamwork is about giving and working together or giving and receiving. So, excellent teamwork is about developing and recognizing ownership. Ownership defines authority, both command and expert authority. Authority and responsibility must go together, so ownership also defines responsibility. With a TeamsWin Business Model, everyone on the team has a chance to understand the owner's vision and how their role is defined by the team. The result is a multimedia view of the business over time that measures teamwork.