AMII BARNARD-BAHN | EXECUTIVE TEAMS

The Shared Authority Framework

Why strong executive teams stall, and how to fix it

TWO BEHAVIORS THAT BACKFIRE

The Ownership Instinct

"My idea, my project."

The Expertise Default

"This isn't my job."

FIVE PRACTICES FOR SHARED AUTHORITY

- Define the problem before you assign ownership
- Invest in your team's interrelationships before they're needed
- Set an expectation of iteration
- Build joint incentives
- Adopt a friction framework

> *"The CEO can't own AI, but they must own the conditions under which others co-own it."*

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