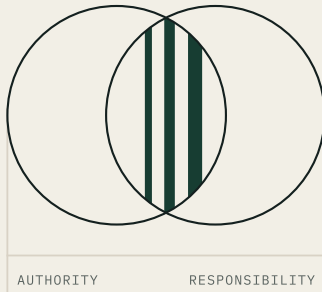




Success outpaces structure

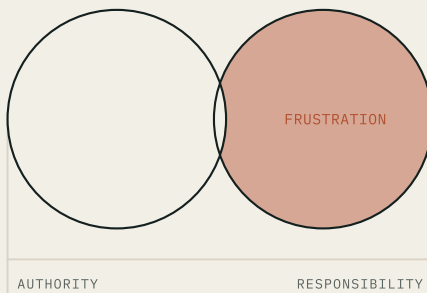
The Authority Lag

A FRAMEWORK FOR REALIGNING RESPONSIBILITY AND AUTHORITY



01 • EVERY ROLE BEGINS ALIGNED

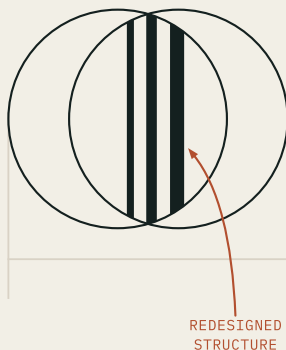
Authority and responsibility usually begin with an intentional overlap.



02 • RESPONSIBILITY OUTPACES AUTHORITY

As capable people succeed and earn trust, their responsibility often expands faster than their authority.

That misalignment creates frustration.



03 • REDESIGN THE STRUCTURE

Proven capability creates the opportunity for the strongest role alignment yet, reducing frustration for the employee and the team.

ORGANIZATIONAL QUESTIONS

Where has responsibility outpaced authority?

What would greater alignment require now?