

Ownership and Good Work

The Work Foundation

3 March 2010

Homo Economicus I



Homo Economicus II



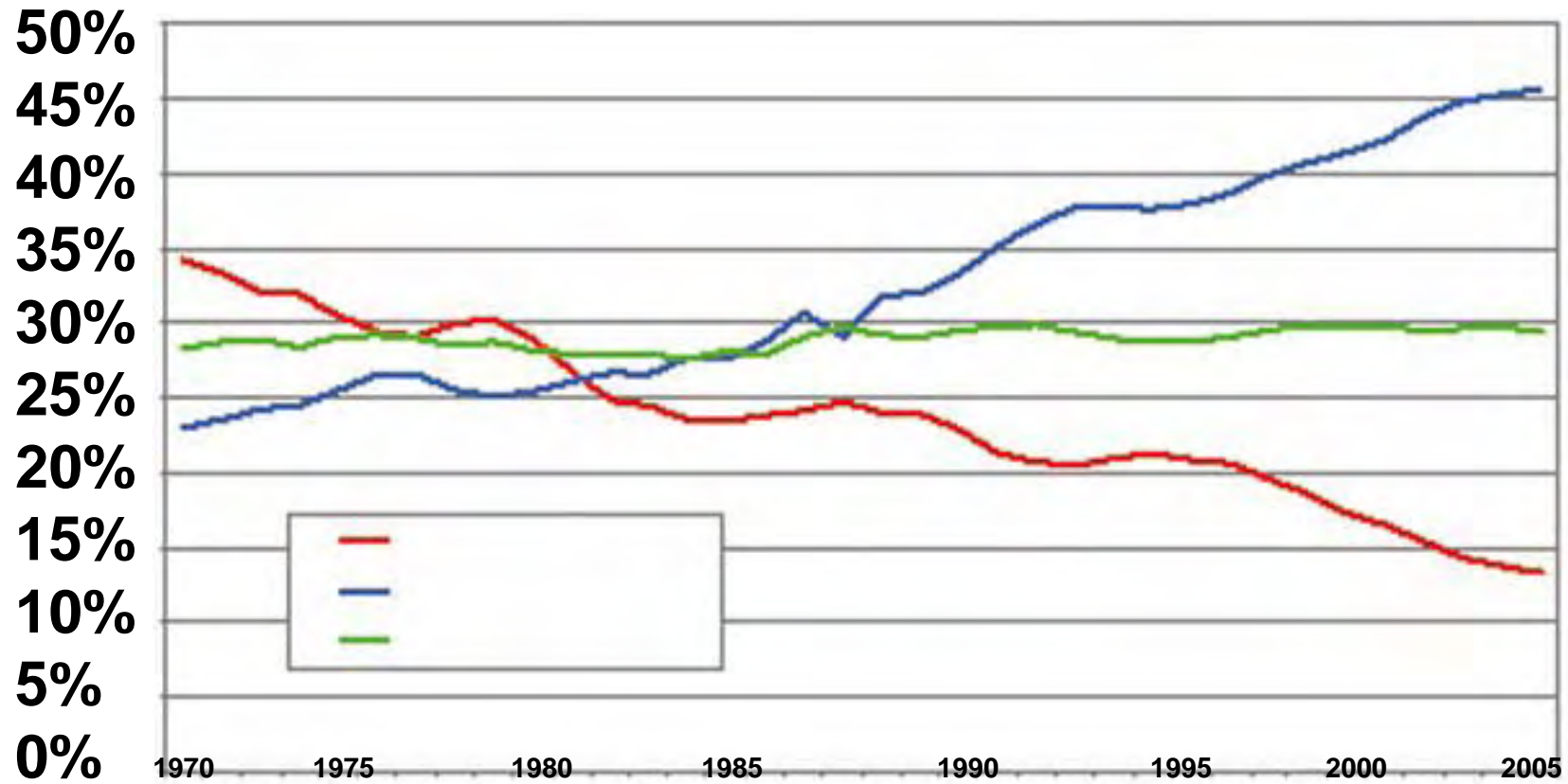
Complexity and Unpredictability

*“Markets are not a well-oiled machine: they more closely resemble a constantly changing, adaptive biological system. Pluralism is their motive force, their essence is chaotic, their development inherently uncertain. **If we could predict the evolution of markets, we would not need markets in the first place.**”*

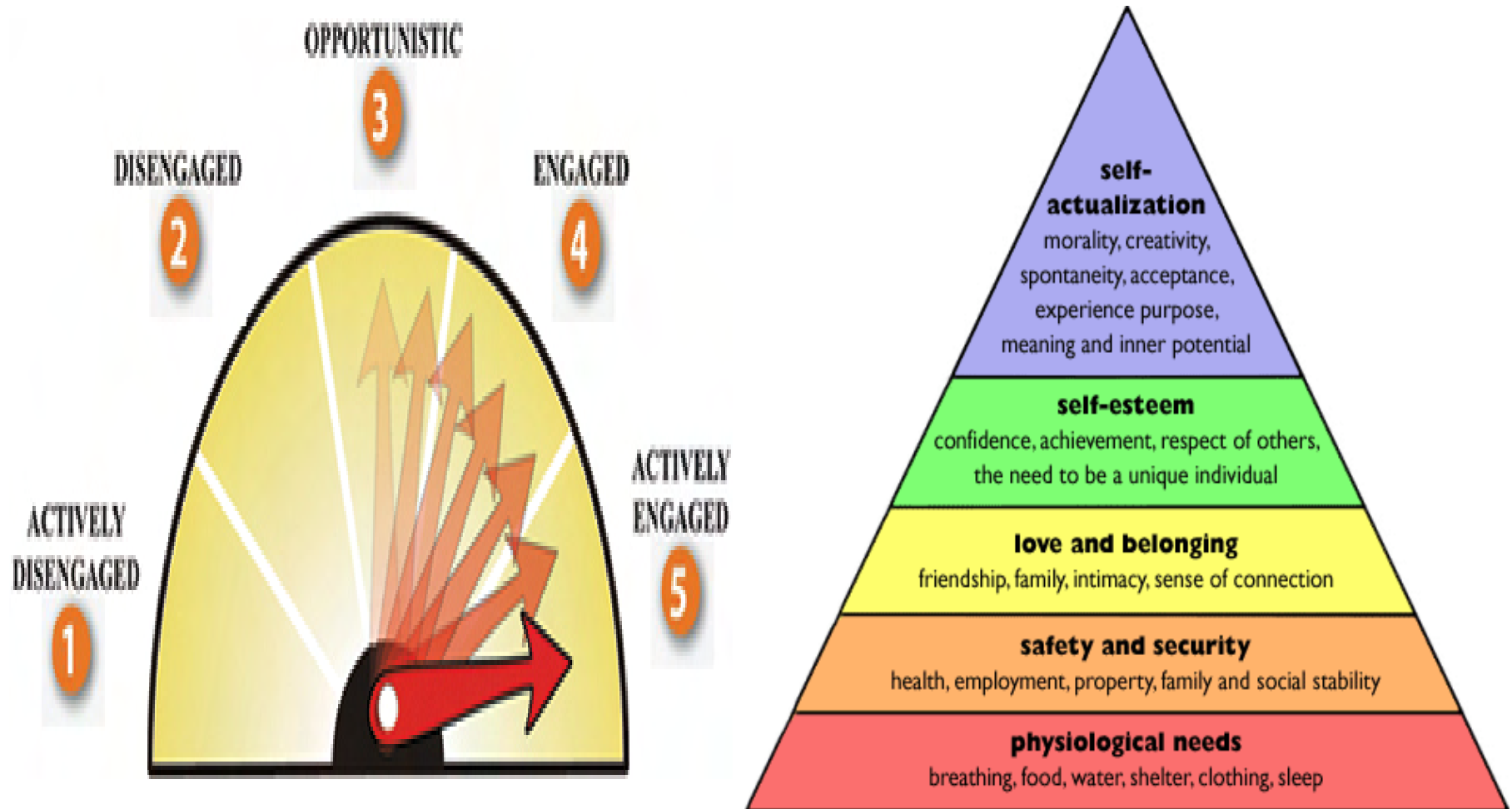
Source: Kay, John (2009) “The Rationale of the Market Economy: A European Perspective,” *Capitalism and Society*. Vol. 4: Iss. 3, Article 1.

Rise of the Knowledge Economy

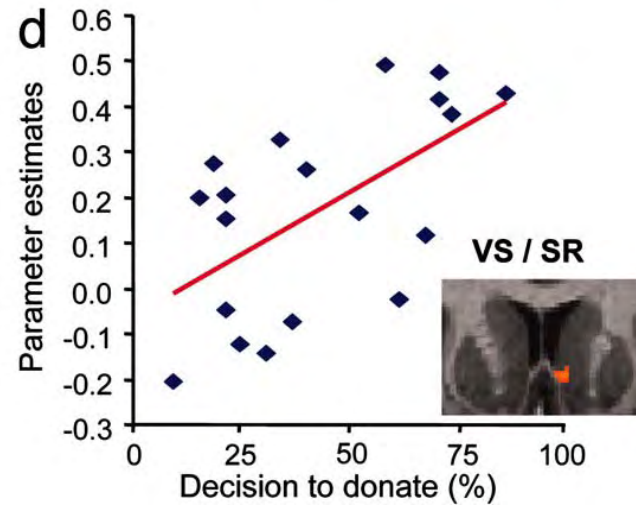
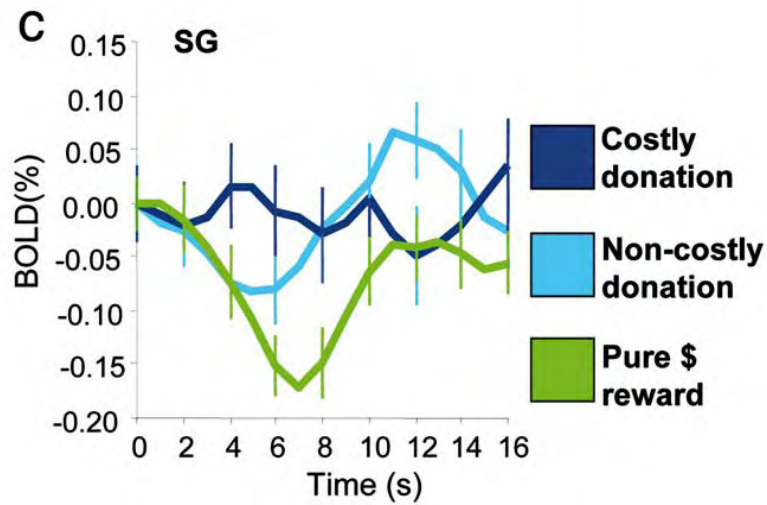
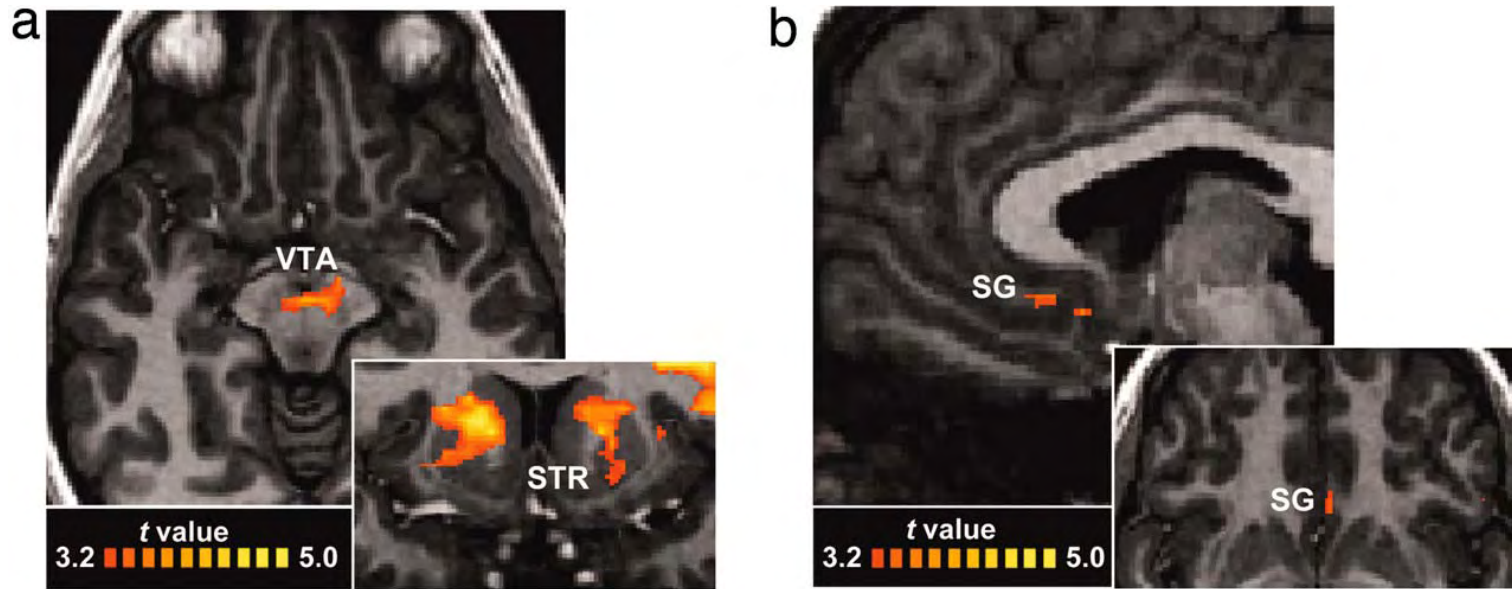
Source: EU KLEMS Database



Engagement and Maslow – what employers and employees need

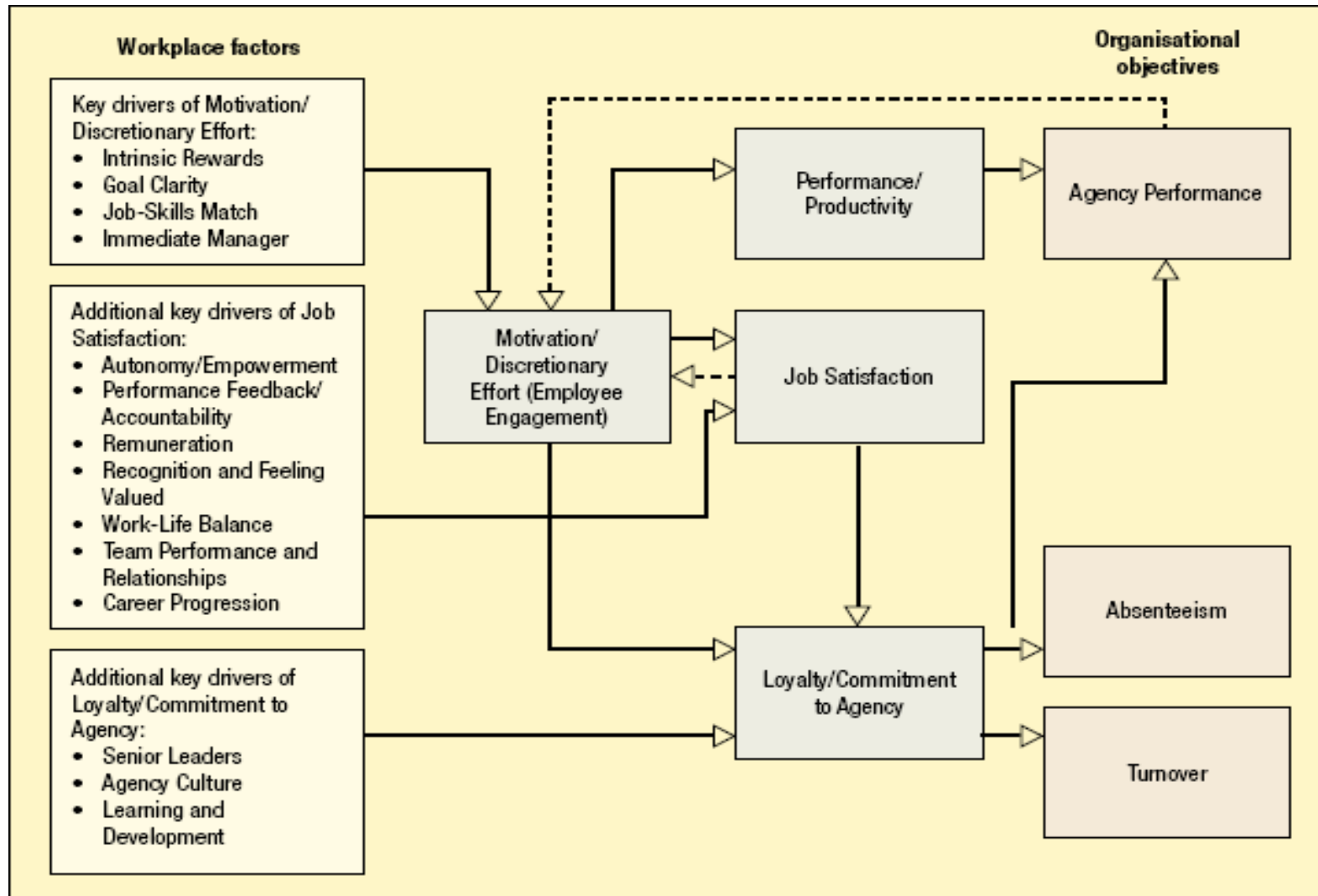


Brain responses for monetary reward and donation

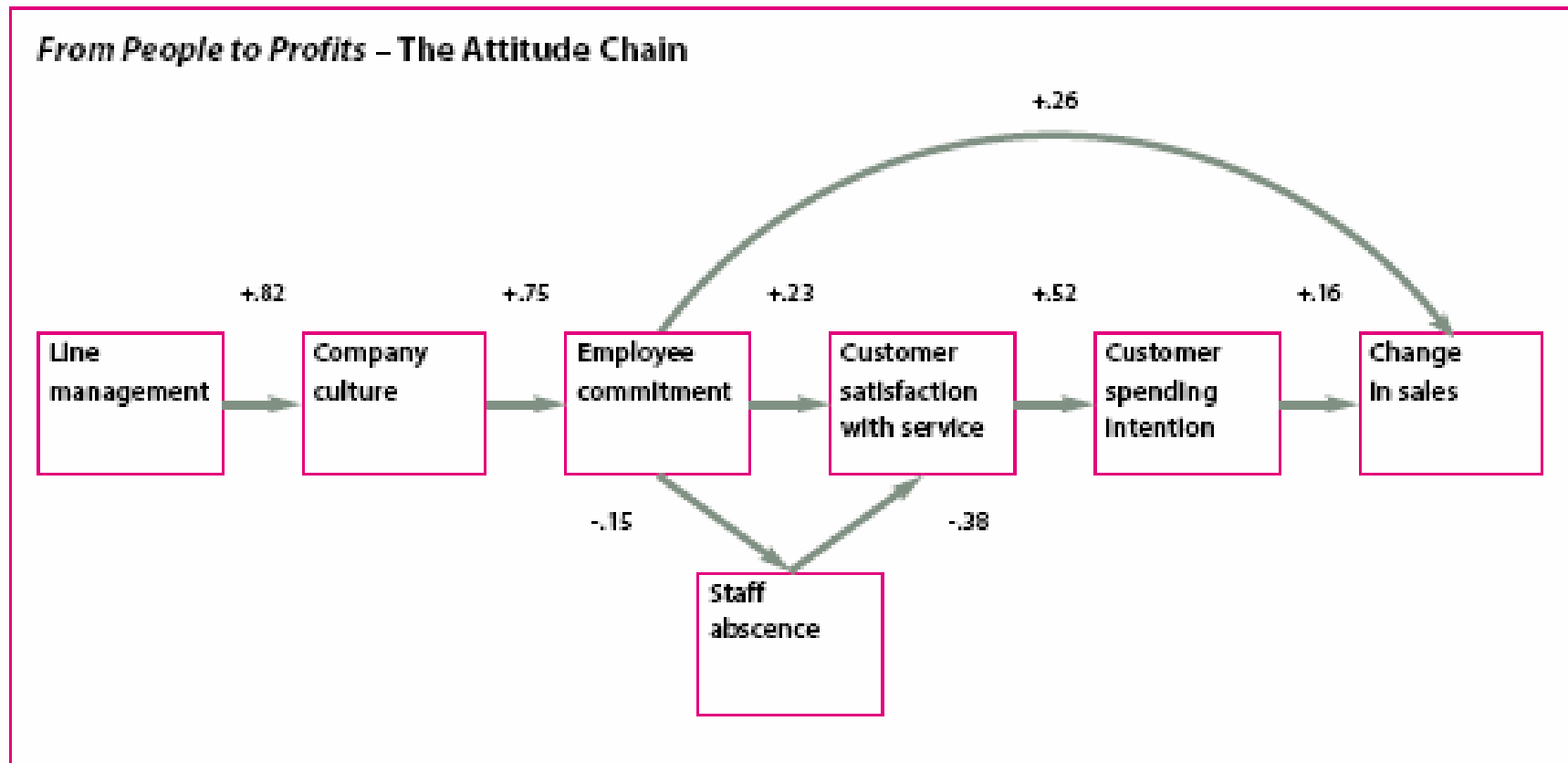


Moll J et al. PNAS 2006;103:15623-15628

Engagement is complicated



But it seems to work....



The Ownership Matrix

Five Dimensions of Ownership

FINANCIAL

INTELLECTUAL
/CRAFT

THREE SOVEREIGNTIES:

TASK

TIME

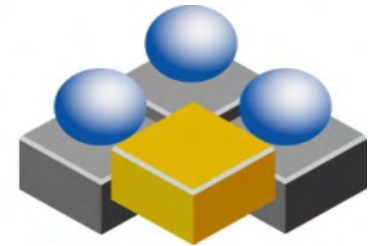
PLACE



**Optimum Discretionary
Effort**

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