



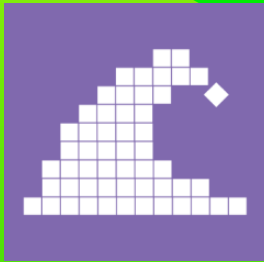
# Building ventures. Together.

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[www.Lab.Coop](http://www.Lab.Coop)

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**BRICKFLOW**

The background features several overlapping, semi-transparent geometric shapes in various shades of green and yellow. These shapes create a layered, abstract effect behind the central text.

**Stick Together**

The background features several overlapping, semi-transparent geometric shapes in various shades of green and yellow. These shapes are layered to create a sense of depth and movement. The text 'Seller's Market' is centered over these shapes in a bold, dark grey font.

# **Seller's Market**



**Low Barrier**

**Really? :)**

The background features several overlapping, semi-transparent geometric shapes in various shades of green and yellow. These shapes create a layered, modern aesthetic. The text 'Service Business' is centered over these shapes in a bold, dark grey font.

# **Service Business**

The background features several overlapping, semi-transparent geometric shapes in various shades of green and yellow. These shapes create a layered, modern aesthetic. The text 'Digital Products' is centered over these shapes in a dark, bold, sans-serif font.

# Digital Products

# End-To-End

#Design #Code #Market #Data



The background features several overlapping, semi-transparent geometric shapes in various shades of green and yellow. These shapes include rounded rectangles and triangles, creating a layered, modern aesthetic. The colors range from a bright, vibrant green to a pale, almost white yellow.

**For Startups**



The background consists of several overlapping, semi-transparent geometric shapes. A large, bright green shape is on the left, partially overlapping a lighter green shape below it. To the right, a yellow shape overlaps the green ones. The overall effect is a modern, abstract design with a color palette of various shades of green and yellow.

**No Talent**

The background consists of several overlapping, semi-transparent geometric shapes. On the left, there are shades of green, ranging from a bright lime green to a darker forest green. On the right, there are shades of yellow, ranging from a pale yellow to a bright, almost white yellow. The shapes overlap in a way that creates a sense of depth and movement.

**No Scale**

The background features several overlapping, semi-transparent geometric shapes in various shades of green and yellow. These shapes are layered to create a sense of depth and movement. The text 'No Ownership' is centered over these shapes in a dark, bold, sans-serif font.

**No Ownership**

The background features several overlapping, semi-transparent geometric shapes in various shades of green and yellow. These shapes include triangles, rounded rectangles, and circles, creating a layered, abstract effect. The colors range from a bright, vibrant green to a pale yellow, with some areas appearing darker due to the overlap.

**Secret Sauce?**

# Co-Ownership

#ProfitSharing #ESOP

#EmployeeOwned #Cooperative

**Matáv**  
**Chroma**  
**Chèque Déjeuner**





**Governance**

**#Teal #Holacracy**



# **Patagonia Valve Power Plants**

# Practice?



# **Holacracy at 70%**

## **Co-Ownership Live**

The background features several overlapping, semi-transparent geometric shapes in various shades of green and yellow. These shapes include triangles, rounded rectangles, and circles, creating a dynamic and layered visual effect. The colors range from a bright, vibrant green to a pale, almost white yellow.

# **Scaling Freedom and Impact**

The background features several overlapping, semi-transparent geometric shapes in various shades of green and yellow. These shapes include triangles, rounded rectangles, and circles, creating a layered, modern aesthetic. The colors range from a bright, vibrant green to a pale, almost white yellow.

# **Trust Purpose**



# **Management vs. Process**

The background features several overlapping, semi-transparent geometric shapes in various shades of green and yellow. These shapes include triangles, rounded rectangles, and circles, creating a layered, abstract effect. The colors range from a bright, vibrant green to a pale, almost white yellow.

# **Conflict Resolution**



The background features several overlapping, semi-transparent geometric shapes in various shades of green and yellow. These shapes include triangles, rounded rectangles, and circles, creating a layered, modern aesthetic. The colors range from a bright, vibrant green to a pale, almost white yellow.

# Clarity of Roles

The background features several overlapping, semi-transparent geometric shapes in various shades of green and yellow. These shapes include triangles, rounded rectangles, and circles, creating a layered, modern aesthetic. The colors range from a bright, vibrant green to a pale, almost white yellow.

# **Empowerment by the Role**

The background features several overlapping, semi-transparent geometric shapes in various shades of green and yellow. These shapes include a large green shape on the left, a yellow shape on the right, and several smaller, rounded shapes in the center that overlap each other and the larger background shapes. The overall effect is a modern, layered, and vibrant abstract design.

# **Governance Process**

Tension

Proposal

Clarification

Context

Amend

Objections

Add to governance

The background features several overlapping, semi-transparent geometric shapes in various shades of green and yellow. A large, bright green shape is prominent on the left, while a yellow shape is on the right. Other shades of green and yellow fill the remaining space, creating a layered, abstract effect.

# Consent



- Keeping the website up-to-date
- Keeping social media channels up-to-date
- Writing copy
- Proofreading

Domains:

## Events & Community - Anikó

Purpose: Strong and continuous presence on events

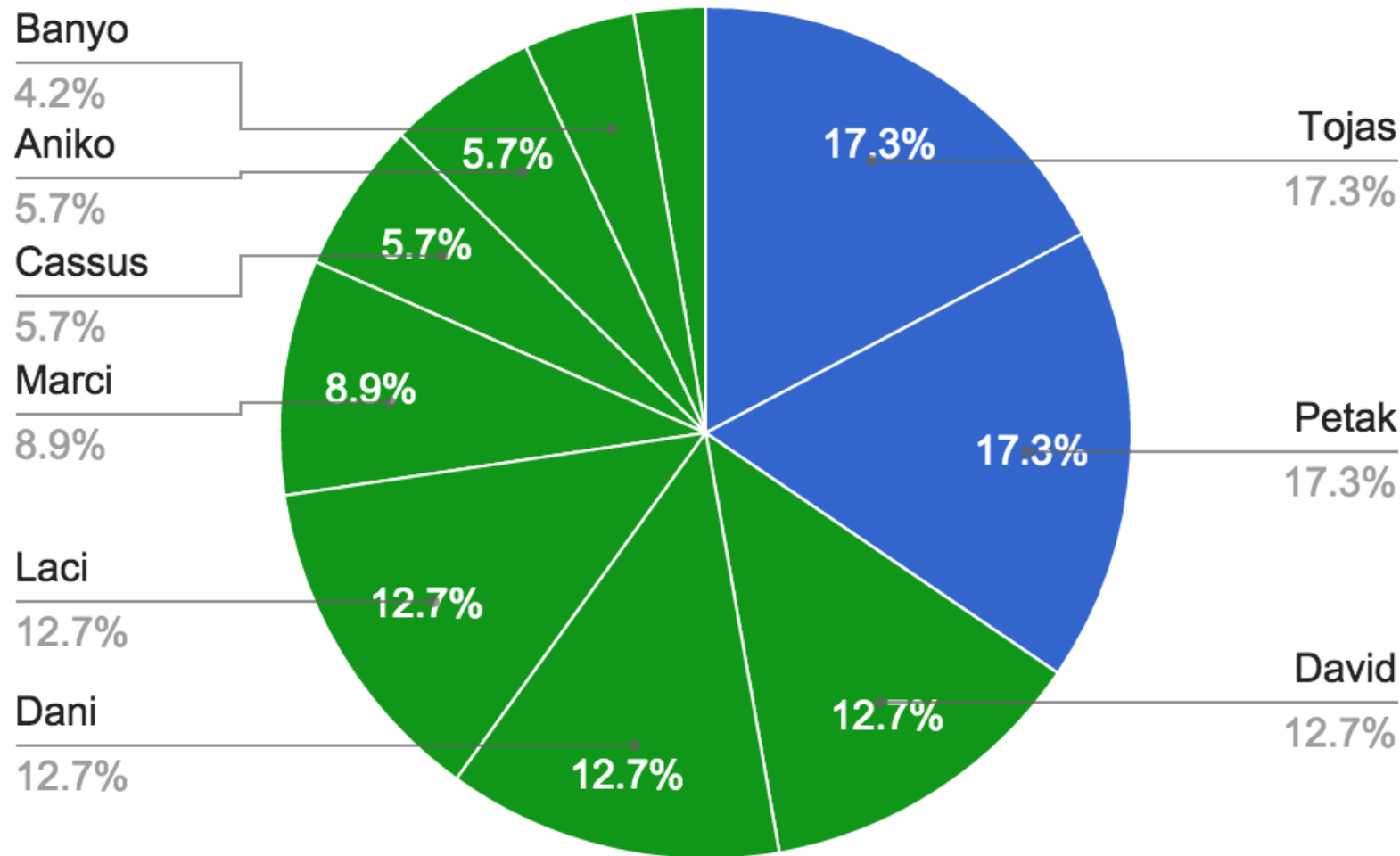
Accountabilities:

- Coordinating event organization
- Partnering with events
- Coordinating speaking opportunities

Domains:

- Sponsoring decisions
- Events to organize

# Salary Formula





# Results?

The background consists of several overlapping, semi-transparent geometric shapes. A large green shape is on the left, and a large yellow shape is on the right. They overlap in the center, creating a lighter green area. There are also some smaller, more complex shapes in the background, including a light green one and a yellow one, all contributing to a modern, abstract aesthetic.

**7 to 14**

The background features several overlapping, semi-transparent geometric shapes in various shades of green and yellow. These shapes are layered to create a sense of depth and movement. The text 'International Clients' is centered over these shapes in a bold, dark grey font.

# **International Clients**

**60k Eur / m**



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# Venture Building



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