The background features a light gray grid with small black dots at the intersections. Overlaid on the left side are several large, semi-transparent, organic shapes in shades of green and yellow. The text 'Building ventures. Together.' is centered in a bold, black, sans-serif font. The word 'Together.' is underlined with a thick purple line.

Building ventures. Together.

hi@lab.coop

A purple, abstract, organic shape located in the bottom right corner of the image.

www.Lab.Coop

Circumstances



No Talent
No Owner Mindset
Sellers Market



**No Capital
Low Barrier
Service Business
Scalling**

Best Practices

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 'Co-Ownership' is centered over these shapes in a dark, bold, sans-serif font.

Co-Ownership

Co-Ownership

- Profit sharing: Patagonia
- ESOP: Prezi, Telekom
- Partnership: BCG, Big4, law firms
- Employee owned corporation: Chroma
- Cooperative: Cheque Dejeuner
- Platform cooperativism

Self-Management

#Teal #Holacracy

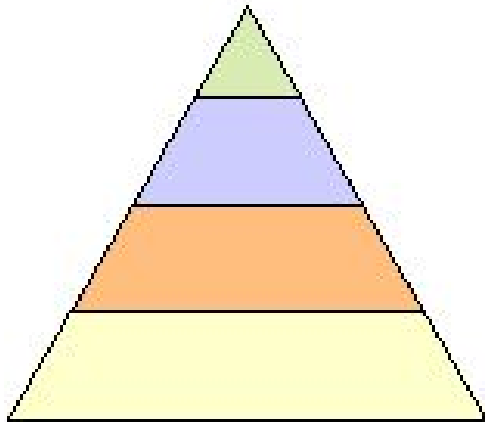
Reinventing Organizations



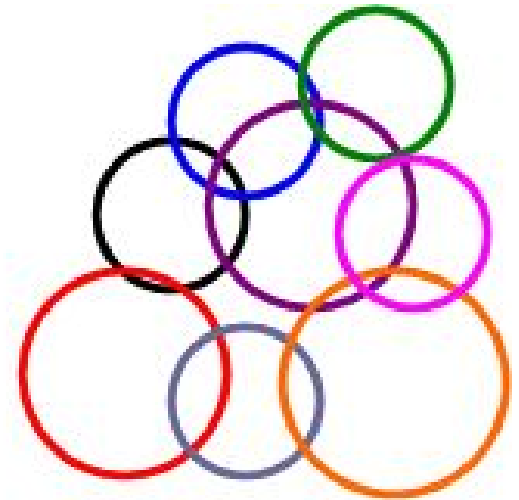
**Patagonia
Valve
Power Plants
Hospitals**

Secret Sauce

Holacracy

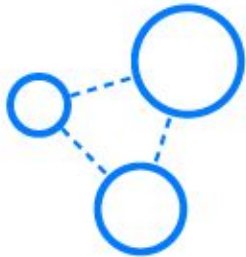


Hierarchy



Holarchy

Holacracy



Flexible Organizational Structure

With clear roles and accountabilities



New Meeting Format

Geared toward action and eliminating over-analysis



More Autonomy to Teams and Individuals

For individuals to solve issues themselves and cut through bureaucracy



Unique Decision-making Process

To continuously evolve the organization's structure.

Co-Ownership

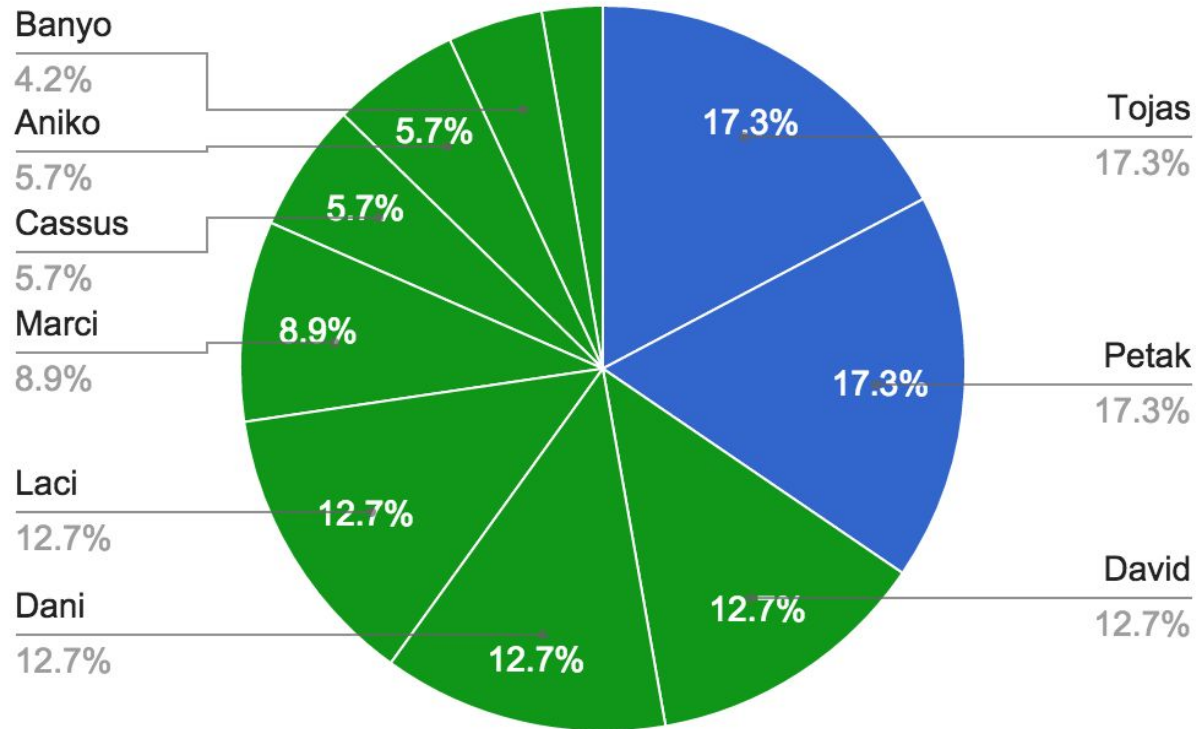
Market Salary, monthly

- 80% paid
- 20% invested

Shares

- In proportion of the monthly investment
- Cumulative
- Interest rate

Co-Ownership



Results







SMARTWARE.TECH

Platform Cooperativism