



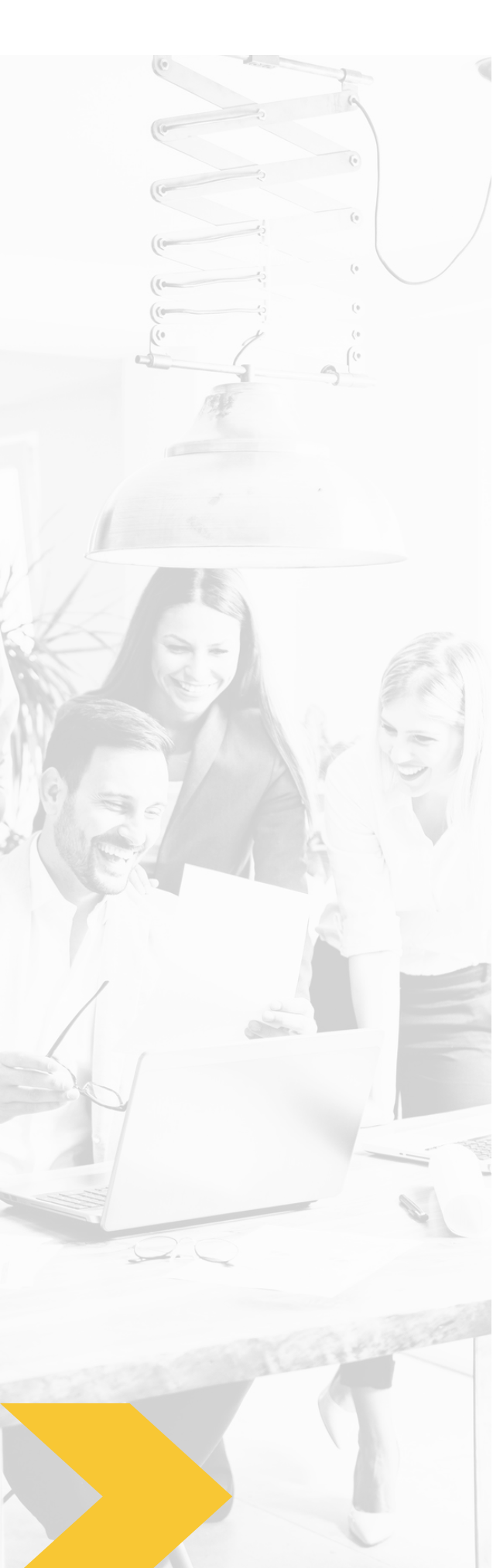
The Clarity and Ownership Guide

Build a Team That Takes Initiative & Delivers Results



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Why have Clarity and Ownership?

Because scaling a business shouldn't mean doing everything yourself. When teams have clarity around expectations and feel trusted to make decisions, they show up with more confidence, accountability, and impact.

Ownership isn't about control —it's about creating the conditions for people to succeed without constant oversight.

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What are the Core Elements?

CLARITY OF ROLE & RESULTS

Define what success looks like for each role or project, including decision boundaries and outcomes.

STRUCTURED AUTONOMY

Equip team members with the tools, templates, and authority to act independently—within guardrails.

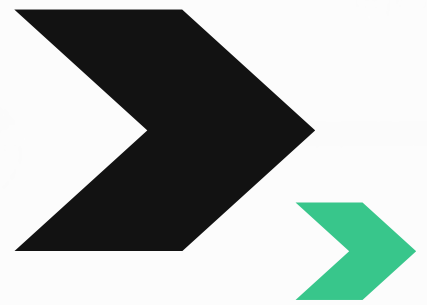
ACCOUNTABILITY ROUTINES

Reinforce ownership through regular check-ins, project reviews, and real-time feedback loops.



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***Where there
is no clarity,
there is
chaos.***

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Challenges & Opportunities

Common Challenges:

- Team members unclear on expectations
- Bottlenecks due to over-approvals
- Leaders stuck in the weeds
- Inconsistent follow-through or missed details

Opportunities:

- Free up leadership bandwidth
- Empower teams to make confident decisions
- Improve quality and consistency of outcomes
- Strengthen team engagement and accountability

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Leadership Reflection Questions

- Have I clearly defined what success looks like for this person or project?
- Does my team know what they can decide vs. what needs approval?
- Am I checking in consistently on outcomes—or only when things go off track?
- Are tools and resources easily accessible, or do they slow my team down?
- How am I reinforcing accountability—with praise, feedback, and guidance?



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Recommended Actions

- Write out 3–5 success criteria for each role or project lead position
- Clarify decision rights: what team members can own vs. escalate
- Provide easy access to tools, templates, and process documents
- Add quick outcome check-ins to your 1:1 or project meetings
- Celebrate visible ownership publicly and consistently



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THANK YOU

You're one step closer to building a stronger, more aligned business.

This resource is part of a series designed to help project-based leaders bring structure, ownership, and momentum to their operations—so they can scale with intention, not overwhelm.

Want support bringing this guide to life?

Whether you need clarity on strategy, systems to support your team, or capacity to execute—I'm here to help.

Fractional COO & Project Leadership Expert

Aligning What You Do With Why It Matters

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