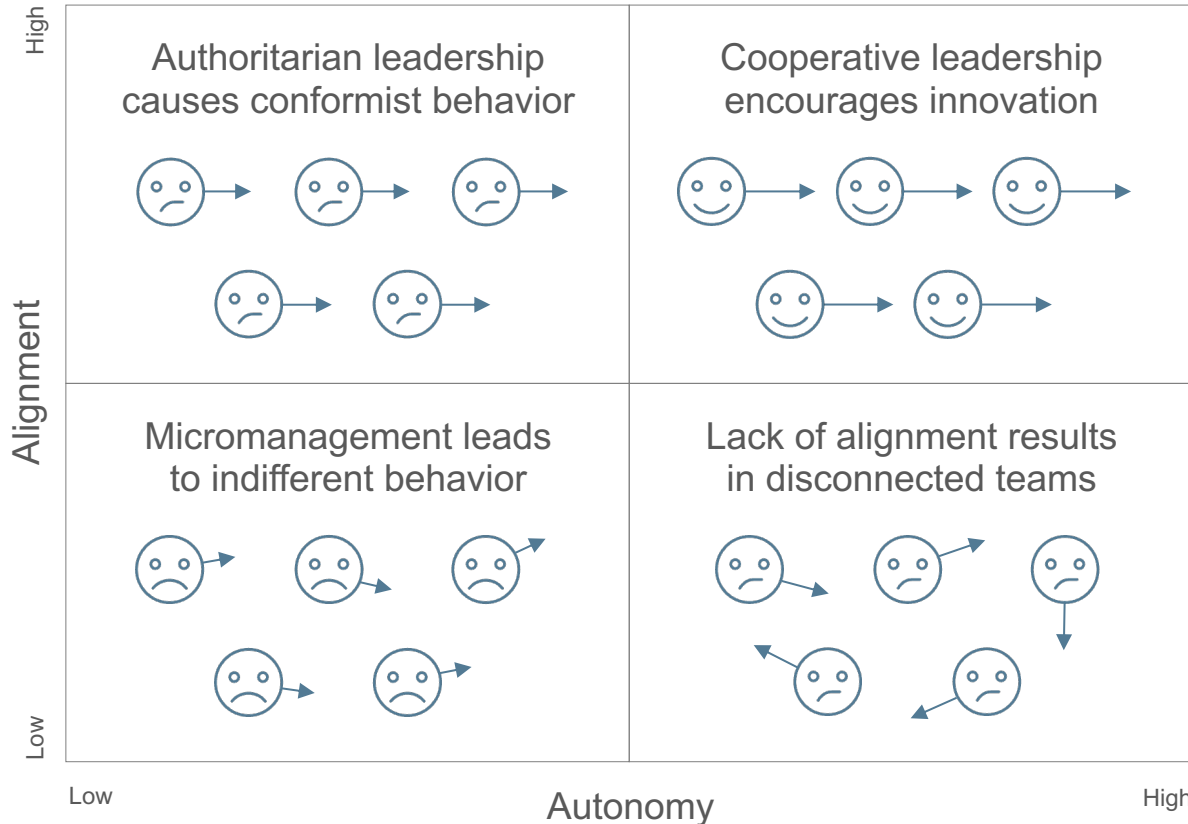


Strong alignment on strategy and a sufficient level of autonomy create a culture of innovation and collaboration. It is vital for a successful and scaled R&D organization.



Working atmosphere

Good    Bad

Output

High    Low

Cf. Philip M., [Flight Levels and Aligned Autonomy \(2021\)](#), Kniberg, H., [Alignment at Scale \(2016\)](#)