



MESA Monthly Member Meeting (4M)

Tuesday 20th June

Ownership – A Place to Be

Thank you for attending the June MESA Monthly Member Meeting (4M) recently. Thank you to [Claire Singleton](#), Marketing Manager at [Eveessio](#), MESA Member, for the MESA Pledge reading.

Our session included 5 valuable snippets in 5 minutes “My 5 top stress tips for busy minds” from [Helen Moon](#), Chief Executive at [EventWell](#).

1. **Write it down** – get it out of your brain - we get our best ideas when we are walking, or when we take a shower
2. **Take regular breaks** – use the “**Pomodoro**” technique (5 to 15 minutes every 45 minutes) - break work down into chunks
3. **Deep belly breathing** - deep breathing and relaxation activate the other part of your nervous system, the parasympathetic nervous system, which sends a signal to your brain to tell the anxious part that you're safe and don't need to use the fight, flight, or freeze response) - Box breathing exercise (4-4-4) - brings clarity, boosts productivity and creativity
4. **Pausing**- take a pause to think, to not react emotionally rather than rationally - respond rather than react
5. **Get into the green!** – Go outside - oxygenise the brain and body

The main session was about ownership led by [Sébastien Braun](#), MESA Patron Member, CEO and Founder - [idloom](#), MESA Patron Member and with reflection from [John Martinez](#), Founder & CEO - [Shocklogic](#), MESA Patron Member.



- The topic was around the three-pillar programme: **Responsibility, Accountability, Ownership**
Responsibility (assigned)= what is stated in your job description
Accountability (enforced) = understanding the importance of your responsibilities and being held accountable for them
Ownership (taken) = something that we choose
- The huge difference is on the mindset

The benefits of ownership:

You take responsibility for your actions rather than running away. You stop blaming. You take control of the situation. You get the power back to change things that are not working. By taking control, you will gain extra confidence, which leads to more satisfaction, control, personal & professional growth, engagement, and trust.

Ownership is about and recognising personal responsibility but is also to say that you took on more than you could handle. Making sure you don't over commit is about setting boundaries. So, the two dovetail together but are uniquely different, and if you do not take ownership, you will not be good at setting boundaries.

Accountability and Ownership

- Ownership is a **choice** and recognising personal responsibility
- **It starts with trust**
- **You can assign accountability**, but you can't assign ownership – that's something your team members, or others take
- you **cannot enforce ownership**; you need to create a culture around it
- **Ownership empowers** - with ownership comes trust – you get the power back as you get control back – the more ownership you take, the more people will trust you
- **Hold people accountable** - team leaders must hold their team accountable – you can get frustrated if you didn't assign enough accountability
- **How do we behave when no one is looking?** How will we execute that task when its only us paying attention to it?

Boundaries

- **Set boundaries** and manage expectations
- Ownership always starts with yourself **and setting your own boundaries**
- Make sure you don't over commit and set boundaries - recognising that you **took on more than you could handle** is about ownership too
- We need to help those that have over committed



Who are you?

- **Renter:** Procrastinates, doesn't own anything, ignores issues and problems, and says it's not my job to fix anything

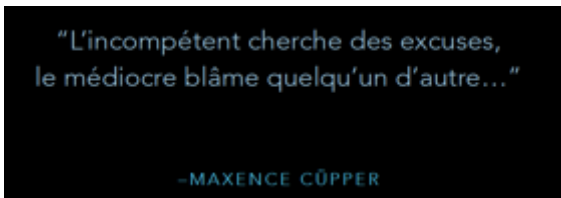
- **Owner:** Takes initiative and actively looks for problems to solve – works with energy and enthusiasm

It only takes one minute to SHIFT your mindset! Set a big goal for yourself and raise your standards to excellent – go the extra mile to WOW others!

Ownership is a choice – ownership is a place to be.....

Something to reflect on:

1. Your architect has placed a toilet underneath the staircase. Once ready to place, you realise there isn't enough headroom underneath the staircase. What do you do? What do you expect others to do?
2. How do you accept assignments and challenges? How do you approach taking action to complete the task? Do you solve problems or think that others will solve them? How do you own the results or consequences of your actions?



“The incompetent seeks excuses, the mediocre blame someone else...”

Additional Information

[Pomodoro Technique](#)

[Strategic Accounting – The Art of Managing Expectations](#)

[WeGrow – How to Manage the Art of Managing Expectations](#)

[LinkedIn – The Art of Managing Expectations](#)

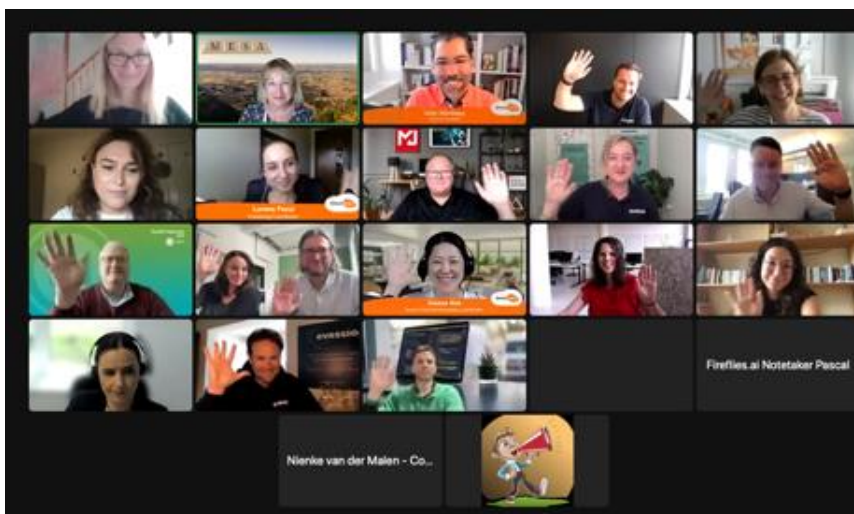
Thank you to our speakers:

Host/Moderator – [Tamsin Treasure-Jones](#), Co-Founder - [Kubify](#), MESA Member

[John Martinez](#), Founder & CEO - [Shocklogic](#), MESA Patron Member

[Sébastien Braun](#), MESA Patron Member, CEO and Founder - [idloom](#), MESA Patron Member

[Claire Singleton](#), Marketing Manager- [Evessio](#), MESA Member



NEXT MEETING:

MESA MONTHLY MEMBER MEETINGS (4M's) 1400 GMT / 1500 CET:

Thursday 27th July Party with Purpose - Networking event (Summer MESAfest)

You must pre-register!

<https://themesa.community/meeting-summer-networking>

We look forward to seeing you there!

[MESA Events page](#)

MESA MONTHLY MEMBER MEETINGS (4M's)

Remember: You are in the MESA Community Platform (Intranet wall)

- For general access and content
- To be connected and hear about events
- To get to know MESA and the community
- **Please post content and connect with each other**

[Please connect to our LinkedIn page](#) Thank you, MESA MEMBERS!