

The Five Dimensions

Koch companies embrace the free market in business operations by systematically applying Market-Based Management® (MBM®) through several areas of focus.

Vision

Focusing on where and how the organization can best apply its capabilities to create the most value for others. Be a leader in innovation, enabling the company to remain a preferred counterparty.

Virtue and Talents

Hiring and retaining people based on values before talent, so that everything the organization does reflects the MBM Guiding Principles.

Knowledge Processes

Creating, acquiring, sharing and applying relevant knowledge, while measuring and tracking how the organization creates value.

Decision Rights

Ensuring the right people are in the right roles with clear responsibilities for which they are held accountable, and having decision-making processes that create value.

Incentives

Rewarding people according to the long-term value they create for the organization, in harmony with the Guiding Principles.