

The Intrapreneurial Bill of Rights

1. **The 10 percent rule:** An employee may use 10 percent of her time to pursue new ideas she believes may be useful to the organization.
2. **The right to form an intraprise:** An employee has the right to form an intraprise if his salary can be covered by revenue from customers or intracapital.
3. **The right to one's intraprise:** An intrapreneurial team that has created a profitable or solvent business has a quasi-ownership right to continue operating it. It cannot be taken and given to others without cause and due process.
4. **The right to join an intraprise:** Every employee has the right to join an intraprise, provided the intraprise is agreeable and is able and willing to pay her salary.
5. **The right to reject team members:** Every intraprise has the right not to accept members it considers unsuitable, and to ask members to leave according to a process designated in the team bylaws. No outside entity can force a team to keep a member it has asked to leave. The larger organization will provide a safety net for employees leaving intrapreneurial teams.
6. **The right to save:** The team, or an individual intrapreneur, has the right to deposit receipts in the intracapital bank, where they cannot be appropriated by any other entity except as the result of due process or corporate taxation at normal rates.
7. **The right of possession:** When an intraprise buys tools or other business assets with its own intracapital, it has a quasi-ownership right to control the use and disposition of those assets for the furtherance of its work.
8. **The right to spend:** Intrapreneurs and intraprises have the right to spend their intracapital as they see fit for any legitimate intraprise or corporate purpose. They may not use it for personal expenditures unrelated to the business unless it is first paid to them as personal compensation in a program approved by human resources.

9. **The right to lead:** The leader of an intrapreneurial team shall not be removed from that position as long as he or she has the support of the team.

10. **Freedom of speech:** Intrapreneurs have the right to speak freely on all matters concerning the governance of the organization.

The Intrapreneurial Underground

Help us build the intrapreneurial underground. The underground exists to transport intrapreneurial talent from organizations that mistreat and misuse intrapreneurs to organizations that better appreciate their intentions, style, and talents.

Do you

- Need to recruit one or more intrapreneurs?
- Need to find a company that appreciates intrapreneurs?
- Need some comradeship and supportive dialogue with other intrapreneurs?
- Want help with or dialog about creating an environment supportive of intrapreneurs?