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In manufacturing you 'get away with' command-and-control because the products you make are standard. Traditional command-and-control responds to variety by establishing procedures, standards, and the like. The consequence is enormous amounts of waste when applied to service organizations.[13]

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The cornerstone of command-and-control is the separation of decision-making from work. Command-and-control is based on top-down hierarchies where managers manage people and money. Managers make decisions on budgets, targets, and so on.

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Freedom from Command and Control incorporates the ideas of acting on systems instead of people, designing work to meet customer demands instead of fixed quotas, driving decision making down to where the work is done, and examining the flow of work while continually assessing and reducing the non-value added activity in that flow.

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