

Winning With Accountability

Accountability is the obligation of an individual or organization to account for it's activities, accept responsibility for them and to disclose the results in a transparent manner.

Accountability: "It is not only what we do, but also what we do not do, for which we are accountable."
- Moliere

WHAT REALLY IS ACCOUNTABILITY?



Winning begins with accountability

You cannot sustain success without accountability...it is an absolute requirement

Defined as –the **quality** or state of being accountable; an **obligation** or **willingness** to accept responsibility for one's actions.

Preventing something from going wrong.



"Clear commitments that, in the eyes of others, have been kept."

A CULTURE OF ACCOUNTABILITY



Accountability is continually asking, "How am I doing?"

Accountability is about being reliable.

Accountability is about high performance.

It's about being willing to hold yourself to a standard that improves the performance of your organization and also having a willingness to be held accountable by others.

FRONT LOADING ACCOUNTABILITY



Provide the specifics

What does it mean to say, "Good job!"

Clear expectations from the sender and the receiver

Set a standard of quality

Take feedback and make changes that will strengthen your strategy

BENEFITS

Relationships will be built, solidified, and strengthened

Performance increases

Resources better allocated – people don't have to guess

Increased job satisfaction

Results improve, ultimately increasing revenues and profitability

YOUR ROLE IN YOUR ORGANIZATION, YOU ARE HIGHLY VISIBLE TO MANY PEOPLE



Everyone can see how you feel by how you act.

You are accountable for the influence you have on the organization's culture.

Look within

"Let him that would move the world first move himself." – Socrates

First focus on yourself.

WHEN THINGS GO WRONG



Where did I fail to communicate clear expectations?

Who did I forget to include in initial discussions?

What could I have done better or differently that may have resulted in a more favorable outcome?

INVITE ACCOUNTABILITY



Create accountability partners

People you invite to hold you accountable

Personal commitments

Did you do it?

How's it going?

Business commitments

Show up

Follow up