

LEVELS OF ACCOUNTABILITY

- **Personal Accountability** – Meeting and exceeding your own goals
- **Peer Accountability** - Meeting and exceeding the expectations of your teammates / peers
- **Leadership Accountability** - The responsibility of helping your followers stay accountable to themselves and their teammates

ACCOUNTABILITY FRAMEWORK



Based on *How Did That Happen* by Roger Connors and Tom Smith

ONE MORE PART TO SMART

- **Specific**
- **Measurable**
- **Attainable**
- **Relevant**
- **Timebound**
- **SET CLEAR TIMEFRAMES FOR INSPECTING EXPECTATIONS**

COMMUNICATE: WHAT / WHY / WHEN

WHY

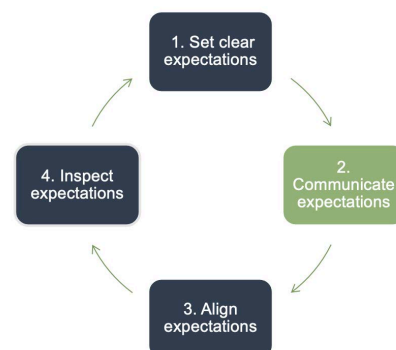
- Importance & Impact
- Connect with the hearts and minds not just the hands and feet

WHAT

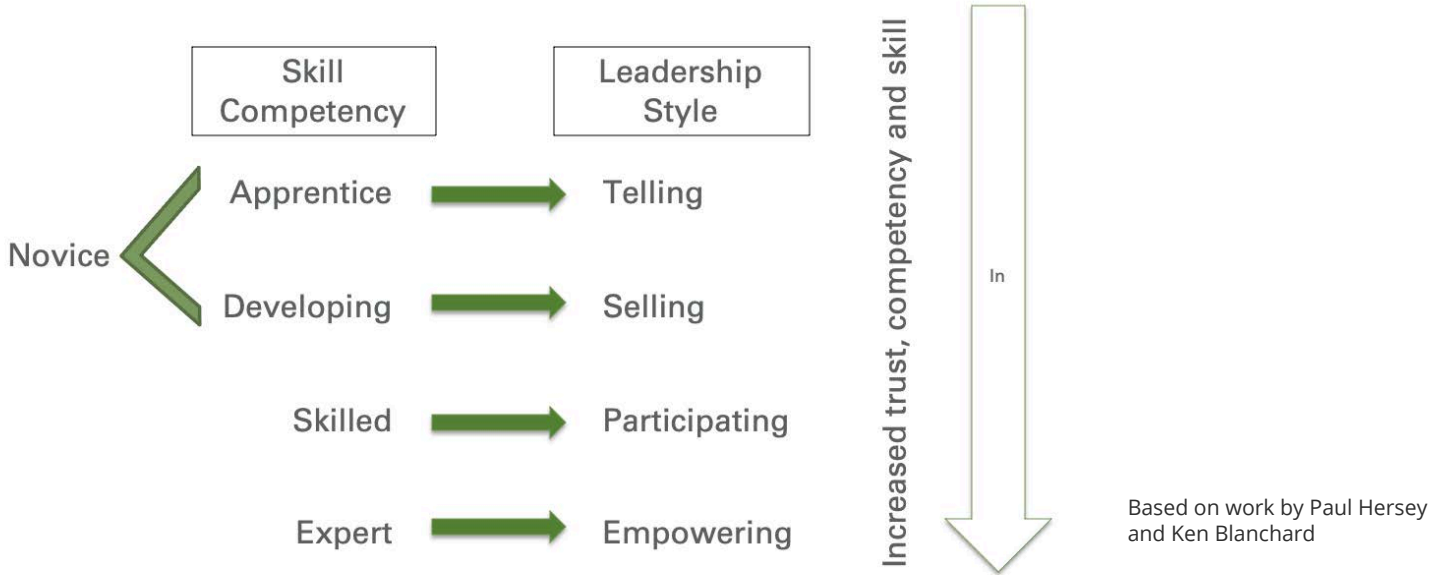
BOUNDARIES

AVAILABLE SUPPORT

WHEN IT IS DUE



SITUATIONAL LEADERSHIP



NOTES: