

The slide features a dark grey background on the left with the title 'Foundations for Leadership' in large, white, sans-serif font. Below it, a smaller section titled 'Module Five' and 'Accountability' is highlighted with a yellow arrow-shaped callout. On the right, a photograph of a green road sign with a white border and a black arrow pointing to the right is mounted on a silver pole. The sign has the word 'Accountability' in white capital letters. The background of the photo is a bright, cloudy sky over a green, rolling landscape. The entire slide is framed by a thin black border.

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## Accountability

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## Slide 2

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**SS2** Stacie Smith, 9/8/2020



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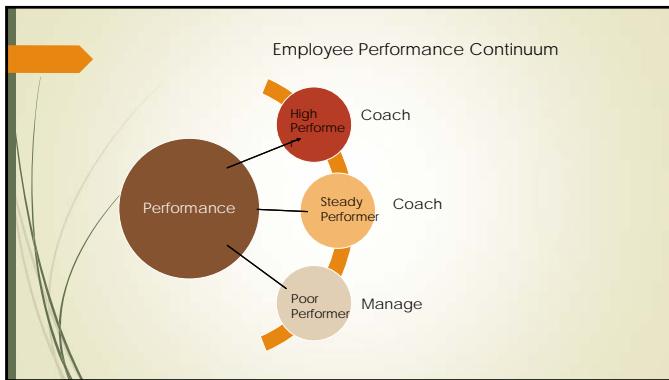
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## Accountability

- ▶ Types of Accountability
- ▶ Performance and Goals
- ▶ **Expectations**
- ▶ Communication
- ▶ Staffing

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## Accountability

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## Conversations about the Types of Accountability

<b>TYPES OF ACCOUNTABILITY</b>	
<b>Tactical Accountability</b> <ul style="list-style-type: none"> <li>Rules</li> <li>Policies</li> <li>Non-Negotiables</li> </ul> <p>Short window for improvement Directive Management Approach No focus on skill set or Mindset Development Limited Effort for Managers</p>	<b>Developmental Accountability</b> <ul style="list-style-type: none"> <li>Expectations</li> <li>Coaching</li> <li>Coaching Algebra</li> </ul> <p>Collaborative Management Approach More effort for managers Longer window for improvement Performance more sustainable over time</p>

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**TYPES OF ACCOUNTABILITY**

Tactical Accountability	Developmental Accountability
<ul style="list-style-type: none"> <li>► Reconfirm Expectation</li> <li>► Objectively explain how the employee has not met expectation</li> <li>► Meeting future expectations</li> <li>► Consequences</li> <li>► Follow-up</li> <li>► Documentation</li> </ul>	<ul style="list-style-type: none"> <li>► Reconfirm expectations</li> <li>► Provide feedback</li> <li>► Ask employee their thoughts on not meeting expectations</li> <li>► Additional support</li> <li>► Plan course of action</li> <li>► Follow the plan</li> <li>► Follow-up and adjust</li> <li>► Reevaluate goals</li> <li>► Continue follow-up and feedback</li> </ul>

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**Accountability**

- Types of Accountability
- Goals and Performance
- Expectations
- Communication
- Staffing

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**Accountability - Conclusion**

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