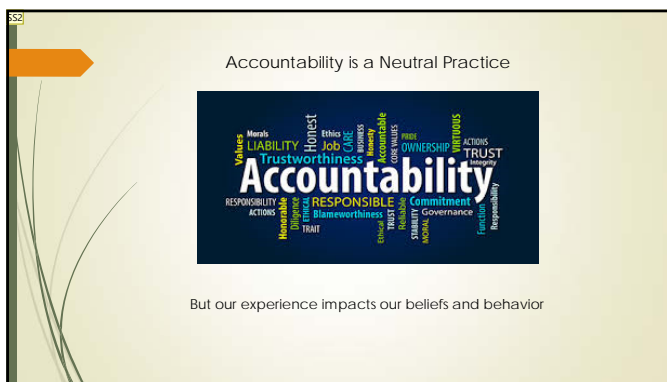




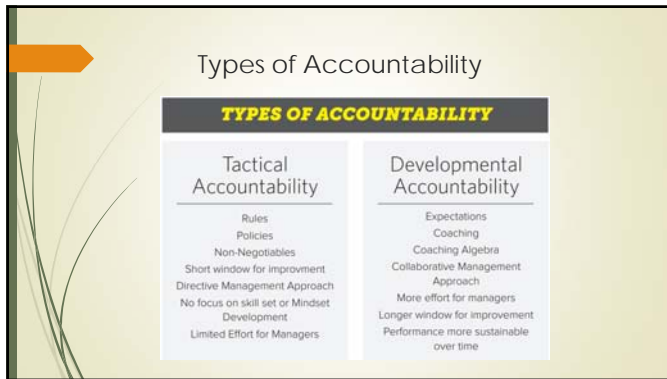
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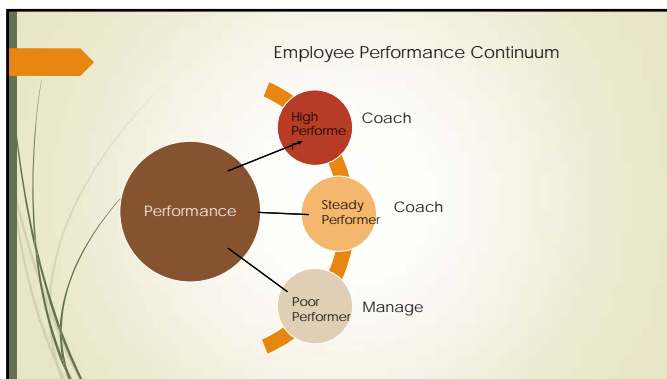
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Accountability

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

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Accountability

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Conversations about the Types of Accountability

TYPES OF ACCOUNTABILITY

Tactical Accountability

Rules
Policies
Non-Negotiables
Short window for improvement
Directive Management Approach
No focus on skill set or Mindset Development
Limited Effort for Managers

Developmental Accountability

Expectations
Coaching
Coaching Algebra
Collaborative Management Approach
More effort for managers
Longer window for improvement
Performance more sustainable over time

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TYPES OF ACCOUNTABILITY

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

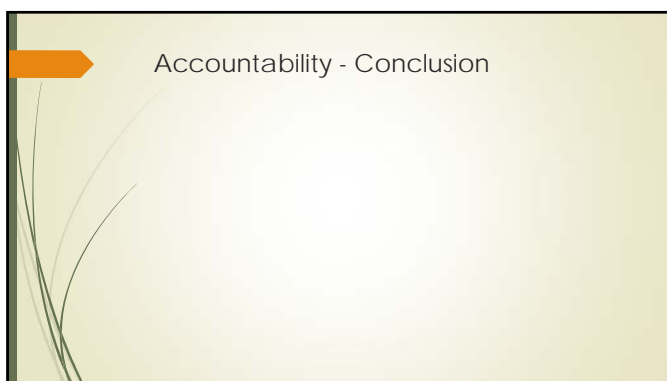
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Accountability

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

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Accountability - Conclusion

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