Accountability “Map”

“No group becomes a real team until they hold each other accountable”

Katzenbach

1. Clarity about outcomes and goals (*this is not easy to do*) what does success look like?

2. Agreement about expectations (who does what, when) (*this takes time to negotiate*)

3. How often do we monitor progress, provide feedback? (*daily, weekly, etc.*)

4. How communicate with each other? (*face-to-face, virtual meeting, teleconference*)

5. How do we problem solve? (*e.g. sooner rather than later*)

6. What does support look like? (*help me strategize, take care of politics, be available when I need you*)

7. Consequences – Rewards (*e.g. money, recognition, opportunity*)
   Negatives (*e.g. demotion, salary impact, no bonus*)