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|---|---|---|---|
| <p>See It</p> <ol style="list-style-type: none"> 1. Obtaining the perspectives of others 2. Communicating openly and candidly 3. Asking for and offering feedback 4. Hearing and saying the hard things to see reality | <p>Own It</p> <ol style="list-style-type: none"> 5. Being personally invested 6. Learning from both successes and failures 7. Ensuring my work is aligned with Key Results that I receive 8. Acting on the feedback that I receive | <p>Solve It</p> <ol style="list-style-type: none"> 9. Constantly asking, "What else can I do?" 10. Collaborating across functional boundaries 11. Creatively dealing with obstacles 12. Taking necessary risks | <p>Do It</p> <ol style="list-style-type: none"> 13. Doing the things I say I'll do 14. Staying Above The Line by not blaming others 15. Tracking progress with proactive, transparent reporting 16. Building an environment of trust |
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16 Accountability Best Practices

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Our Key Results

My Accountability Integration Plan

NAME _____

Clarity - Share with your manager how *your role* helps drive the organization's Key Results.

Alignment - How will you integrate the tools and models discovered today to help achieve our desired results?
(Consider the who, what, where, and how of your integration.)

Accountability

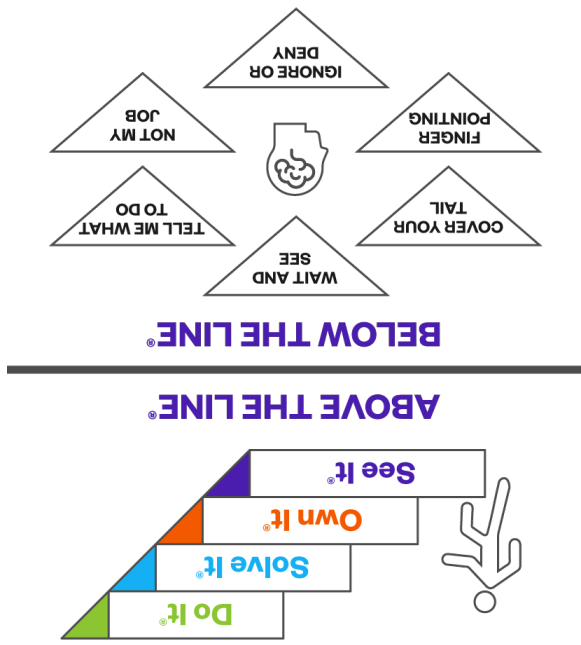
- ✓ **Seek** Feedback daily.
- ✓ **Share** Above the Line® success stories weekly.
- ✓ **Apply** SOSD situationally.

Take the next step!

Sign up for the Culture Partners Portal using the link you will receive from your team following the workshop.

Do It	What are we accountable to do, by when?
Solve It	What else can we do?
Own It	How are we contributing to the problem and/or solution?
See It	What is the reality we most need to acknowledge?

Below the Line is the Blame Game, where we focus on why we can't achieve the result. Above the Line are the Steps To Accountability, where we focus on how we will achieve the result.



Steps to Accountability®

Meeting Agenda Outline

3-5 MINUTE OPENING FOR EACH TEAM MEETING

Update:

- ✓ Share your Key Results and where you currently stand on each.
- ✓ Discuss which Key Result this meeting will impact.

Ask:

- ✓ Ask a team member to share an Above the Line® impact story.

Apply:

- ✓ Listen for gaps in performance or items where the team might be going Below the Line.
- ✓ Utilize the SOSD® Tool to put a plan in place to close those gaps and move Above the Line.