

Shared Accountability Tools

From the webinar
"Accountability: Shared Ownership for Results"

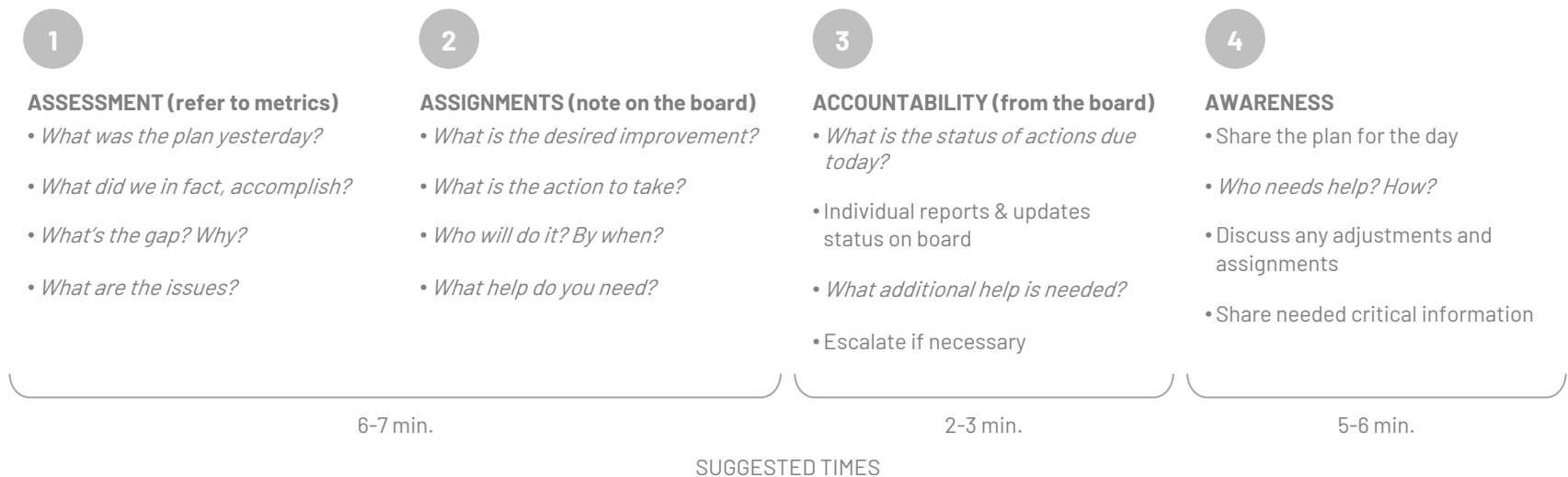


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Tool: Daily Layered Accountability Discussion Template

PURPOSE: To help a leader facilitate a Daily Accountability dialogue with a team. Ideally, there should be a system of multi-layered discussions, but the template can be useful for any meeting focused on daily mutual accountability for results.

PROCESS: The discussion lasts 15 minutes or less, held next to the team's board (with key indicators and action log), and facilitated by the team leader or a team member as assigned. The facilitator asks the questions and allows the participants to respond and update the board, as necessary. Below are the four areas of inquiry which compose the agenda:



DESIRED OUTCOME: When conducted effectively, this discussion should yield updated action items, new actions to address issues, ideas for improvement, and commitments to ensure the team is successful each day.

Tool: Systemic Barriers Framework

PURPOSE: To help identify barriers to desired performance.

PROCESS: Discuss and analyze each of the following 'systems' by asking: 1) How does the way this works today (e.g., decision making) get in the way of desired performance or expectations? 2) Ask 'Why?' multiple times. 3) What can we do to remove a barrier related to this system?

