

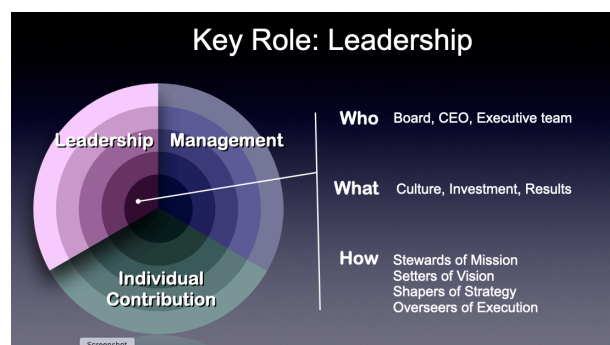
Executing on the Plan

Leadership Accountability

Becoming an Uncommon Practitioner of leadership, management and life requires getting clear about expectations - of yourself and of your collaborators. Whether we're talking your colleagues at work or your family at home - we depend people to do their part and they depend on us to do ours.

This sample worksheet for leadership accountability helps you clarify roles and communicate expectations so that all parties can move forward on the same page.

1. Confirm the goals, measurable outcomes, milestones and consequences of exceeding, meeting or missing expectations for all leaders including for the Board of Directors, the CEO and the executive/leadership team(s).
2. Engage each individual leader in a personal conversation regarding the expectations for their specific role with respect to their responsibility for expressly supporting and directing culture, investments and results as outlined in the vision.
3. Communicate the connection between each individual leader's success (compensation / opportunity / commendation) and their performance in terms of Stewardship of Mission; Setting of Vision; Shaping of Strategy; and Overseeing Execution



4. What, specifically, is (observable, tangible) evidence that the leader is performing to expectations at the quarterway, halfway and vision achievement marks? Include both *what* is delivered, by *when* and *how*.

Whoa... (remember to slow down in order to go fast)

5. What impact might these expectations have on the leader and the organization and what do you need to put in place to ensure success?
6. Given what's needed, what else needs to be considered? Do you have the right team? Skill sets? Resources? Adjust if necessary.
7. Communicate to the organization who is responsible for what and by when. Hold leaders accountable for these responsibilities.

What questions do you have for your coaching session?

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