

Uncommon Leadership Accountability for Diversity Example

1. Confirm and, if necessary, align team understanding of vision, *the place diversity holds within the vision*, the goals, the measurable outcomes, milestones and consequences of exceeding, meeting or missing expectations regarding the vision. Include:
 - Board of Directors
 - CEO
 - Executive 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
 - Investment
 - Results

3. Connect each individual leader's success (compensation / opportunity / commendation) to performance in terms of:
 - Stewardship of Mission
 - Setting of Vision
 - Shaping of Strategy
 - Overseeing Execution

