



Leadership Accountability - It Starts With You!



Lauren Schieffer, CSP

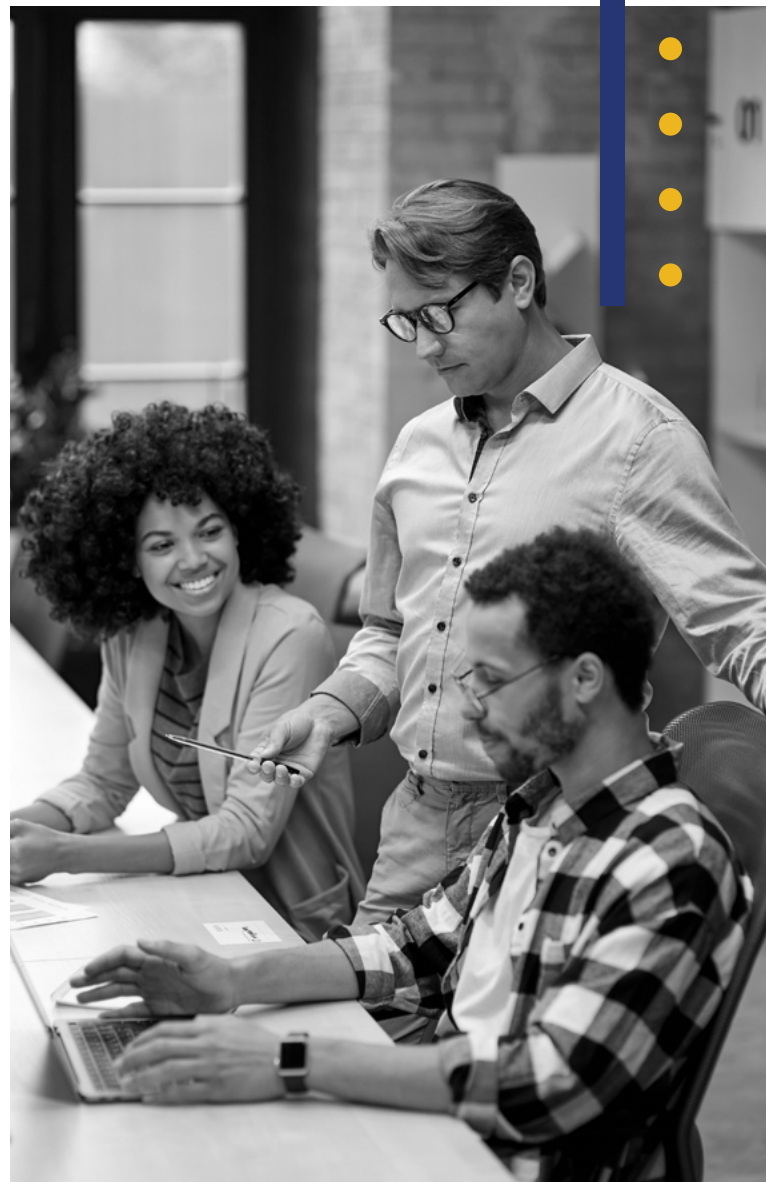
The Colonel's Daughter –
President of 365Leadership

“We need more accountability around here.”

How many times have you either heard or said that? Are you struggling trying to figure out how to hold your team more accountable? Have you considered that you might be part of the problem?

Poor accountability is very rarely intentional. No one wakes up in the morning thinking, “I’m gonna be a slacker today.” It is usually the result of a few key factors that are very fixable.

Growing up with The Colonel and his wisdom provided me a deep understanding of personal and group accountability, and the roadblocks we often build for ourselves.



This quick guide will help you understand why we sometimes fall short on our own accountability and how to increase personal and team performance by holding ourselves and others accountable for the commitments we have made.



While there will undoubtedly be times when your team could put in a more focused effort, a “lack of accountability” is rarely intentional. More often, it’s the result of an underlying issue that needs to be addressed. Therefore, defaulting to a plea for stronger accountability can lead to a brick-wall mentality and a more frustrated team. “Significant Leaders” understand this and create a team culture that empowers accountability.

“Significant Leaders” look to themselves first to solve any problem, and accountability issues are no exception. There is a myriad of potential underlying issues that could cause a breakdown in accountability. The solution to these challenges lies squarely on the leader’s shoulders.

The most common include:

Overwhelm/Overload – Just about every organization is running lean and trying to do more with less. The current workforce is overworked and overwhelmed and trying to pull off miracles moment by moment. This level of overload will invariably lead to a ball getting dropped now and then.

Check-in with your team often to gauge their stress level and offer empathy. Help devise creative solutions for their overload. See what can be delegated elsewhere.

Unclear Priorities – Often, we have so much on our plate and more added daily, we simply don’t know what needs to be done first. Without clear communication about expected priorities, the wrong things may get set aside at the wrong time.

Communication is crucial. When tasks are allocated, always include the “why” behind the what, the timeline, benchmark timeframes, and where this task falls in priority with everything else in their timeline. Doing so lets them know you understand everything happening on their desk at the moment and gives them clarity of purpose.

Unclear Responsibilities – Many times, although we all know something needs to be done, we are unclear on whose responsibility it is to actually get it done. Without clear communication of expected delegation, the assumption that someone else has “got that” can lead to no one handling it.



*Once again, communication is crucial. No individual task can be delegated to a **team**. Even if a team is working on an initiative or project together, each task within that project should be clearly assigned with timelines and expectations for benchmarks to avoid confusion.*

Unclear Authority – Equally as often, our team is uncertain if they have the authority to move forward with a task. They have not been empowered to make decisions as they complete their work.

Once a task or project is assigned, empower your employees to make critical decisions to complete that task without checking in at every turn. This gives them a sense of ownership and responsibility and speeds the completion of the project.

Pleading for more accountability without addressing underlying issues will simply create more frustration and eventually lead to losing your best employees. Significant leaders exhibit **personal** accountability for their team to emulate by ensuring they themselves are not the reason for the roadblock to productivity.



By looking to ourselves first, and making sure we are accountable, communicating expectations and priorities clearly, and empowering our staff to make decisions, we create a culture of ownership.

I invite you to begin clearing those roadblocks for your team. Take some time to note where you can enhance your level of personal accountability as a Significant Leader and serve as an inspiration for your team.

I look forward to hearing how leading with personal accountability affected your team dynamic.

Let's Talk Significant Leadership!

<https://LaurenSchieffer.com/Coffee>

Lauren@LaurenSchieffer.com
913-530-6673



ABOUT THE AUTHOR

As the daughter of a career Air Force officer, Lauren Schieffer gained an ability to adapt to changing circumstances with grace and humor. She empowers leaders by sharing lessons learned from “The Colonel” and 20 years in business with corporations, associations, and non-profits across the globe.

Lauren is committed to building emerging leaders into **Significant Leaders**, focused on leading with empathy, compassion, integrity, inclusion and personal accountability.

She is a master storyteller, delivering insightful, and relevant content that empowers people to absorb and act upon what they've heard – with a dry sense of humor that keeps them chuckling while they're learning.

Her enthusiasm is infectious and her passion unmistakable.

