

Accountability Consulting

Challenges abound in our current market – what is called for is clarity.

Our accountability consulting practice is about creating value through clarity.

By clearly defining work, by clearly identifying accountabilities and by providing clear authorities, we help your organization execute strategy and achieve goals.

In our experience and research, up to half of all employees' accountabilities and authorities are unclear. This manifests as the following symptoms in your organization:

- Mistrust, anxiety and fear
- Conflict trumping open and honest dialogue
- Wasted time in meetings
- The wrong work being done
- Lack of decisiveness
- Burnout – the same people relied upon again and again

These symptoms produce disengaged employees, reduced communication, misaligned work and poor decision-making. The result is an inability to:

- Deliver shareholder value
- Innovate strategically and productively
- Change course or take corrective action
- Get products or services to market profitably

Our experience will guide you to define your work and the work of your employees. We will help you and your organization think through your challenges and provide clarity for the path ahead.

Take the time to engage us in a dialogue about creating value.

Accountability Consulting

Strategy Facilitation

- Vision, mission and values development
- Build organizational objectives that support the mission
- Strategic, operational and tactical planning using our unique Effective Intelligence™ mapping processes
- Conduct organizational diagnostics

Organizational Design

- Unite the structure of the organization with the strategy
- Fit the right people to the right work in the right roles
- Clarify and streamline the organization for powerful execution

Accountability and Role Clarification

- Identify the right accountabilities for each role, linking the role to strategy
- Develop the network of authorities that are needed to complete the work

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