



What does Accountability look like in the 21st Century?

We know that accountability—the act of making and keeping commitments—is a crucial skill in today’s fast paced and rapidly changing workplace. Actionable Conversations are specifically designed to increase positive accountability in a busy 21st century work environment.

About Actionable Conversations

Actionable Conversations provide team leaders with tools to build better relationships with their team members through better, more frequent conversation and measured behavior change. Leveraging concepts from popular business books as conversation catalysts, the Actionable Conversations methodology drives personal commitments to behavior change and the relevant data for making those changes stick.

How it works

The Actionable methodology drives greater levels of accountability to oneself, one’s team and one’s manager. The methodology also gives team leaders tools to help hold their team members accountable in a time effective way.

Accountability to oneself

Individuals make monthly commitments to single behaviour changes for their own life and work. The Actionable platform asks them for progress on their commitment on a daily basis, reinforcing the commitment and leading to measurable change. The whole process takes only seconds each day.

Accountability to one’s peers

When making a commitment, each individual chooses an accountability buddy; someone they want to hold them accountable to their committed change. The Actionable platform’s algorithm prompts the accountability buddy to touch base every few days and measures the impact of said check ins, providing a strong level of peer accountability.

Accountability to one’s manager (and vice versa)

Appreciating that all managers/supervisors are busy these days, the Actionable platform provides a daily snapshot of each team members’ progress towards their commitment, while the platform’s algorithm provides the manager with (a) direction on which team member they should talk to each day, and (b) how to best have that conversation. The individual feels supported and the leader develops their own leadership skills, in as time effective a way as possible.