(Mr. Tenkey's Tips #315) www.mrtenkey.com

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Dear Management: All company initiatives need a leader... to implement focus, intercept questions and uphold accountability...

Kind of a given... in normal control structure setups.

What is often overlooked however... is how much the CORRECT doling out of accountability, has on the success or failure of those initiatives.

If doled out, as if to a convict on parole... people will fall into "spectator" or an "I told you so" mode... as they are scared or unwilling to put their neck out... for fear the accountability ruler will be cracked across their knuckles.

Whereas when accountability is doled out as an empowerment vehicle... people will step-up... into "solution" mode.

So when things go awry, they will feel ownership of the situation... to assess what's going wrong and try and alter course towards a fix.

SO... Ask yourselves...

Are you forcing your direct reports to be spectators? Or are they allowed to be part of the solution?