

EP.2 SYSTEMS + ACCOUNTABILITY = CONSISTENCY

Accountability is something everyone needs but no one wants to talk about. Since accountability and results have such a tight correlation, it's important that we have a strong understanding of the importance behind it. How are you and your team holding yourselves accountable? Here are some great tips discussed during this podcast.

• Creating an action items lists during any type of department or all team meeting.

- Establish ownership of each item. As the saying goes, 'if everyone owns it, no one owns it!'
- By having ownership around a statistic/project/task, it allows you to stay focused on your goals and ultimately creates a result.
- Establish realistic due dates.
- Posting your list in a shared space, like a break room.
 - This acts as a reminder for the team to know what they own and when it's due.

• Define what you own within the practice and determine why it's important.

- Everyone needs to be on board with the vision of the practice and where the team is going. A vision without a plan is only a hope.
 - Make it clear, concise, written out and published in a shared space.
 - Have each team member sign it saying they understand and are committed.
- Leading by example for the rest of your team. Set the stage, guide, and follow up.
- What's on your Scorecard?
 - This should reflect the results that you're driving.

Book Recommendation: '[Leaders Eat Last](#)' By: Simon Sinek