

# SURRENDER *to* LEAD

## SOSD Accountability Gap Tool

An **Accountability Gap** is a gap in performance that affects our ability to achieve a Key Result. It is the difference between what is actually occurring and what we want to occur.

1. Choose a Key Result.

2. Identify an Accountability Gap that could jeopardize this Key Result.

3. Ask these four questions to examine this gap and take accountability to close it!

### See It

What are the realities I (we) most need to acknowledge?

#### DRILL DOWN

- What isn't working?
- What are the hard things I (we) need to hear?
- Who do I (we) need to ask for feedback?

### Own It

How am I (are we) contributing to the gap?

#### THINK CRITICALLY

- Who needs to be involved?
- How do I (we) move to Buy-in/Invest?
- Who do I (we) need to offer feedback to?

### Solve It

What else can I (we) do?

#### BE CREATIVE

- What extra steps can I (we) take?
- What do I (we) assume is outside my (our) control that may not be?
- Who else could help me (us) solve the problem?

### Do It

Who is accountable to do what, by when?

NAME	WHAT	BY WHEN
		/ /
		/ /
		/ /
		/ /

#### BE TRANSPARENT

- How will I (we) execute and close the gap?
- How will I (we) stay Above The Line® in the face of obstacles?
- How can I (we) report my (our) progress in a transparent way?

Spend 30 minutes with our subject-matter expert senior partners to discuss and address your organization's challenges through specific culture recommendations to change the entire trajectory of your organization.

Speak With an Expert

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