
The 90s Flashback Series

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Accountability: Freedom and Responsibility without Control Rob Lebow and Randy Spitzer Berrett-Koehler Publishers, 2002 1st Edition 276 pages (paperback) ISBN 1-57675-183-X Summary How do we get our team members to be accountable for their project work, for creating quality work, on schedule, and within cost commitments?

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A book ahead of its time. Only a few companies have managed to practice this principles. I think it's difficult in today's incentive managed companies deploy a freedom-based work force based on trust instead of fear on the principle that people can be trusted to do great things instead of the current managerial theory that makes everybody a suspect that need to be watched.

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Accountability is a core competency, meaning the obligation of an individual to account for his/her actions, accept responsibility for them. Ninety-nine percent of failures come from people who have a habit of making excuses. Such people may become very imaginative when asked to explain the sub-par results of their work.

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Accountability : freedom and responsibility without control

Accountability is a regular discussion topic with our family business clients. When accountability is alive and well, individuals, the family and the business may share in success. When accountability is mostly non-existent, however, a pervasive attitude of entitlement may exist that can lead to the

demise of the business

Creating a Culture of Accountability in Your Family Business

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