



# CREATING A CULTURE

OF ACCOUNTABILITY AND RESPONSIBILITY

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ANIFOWOSHE DANIEL**





- Accountability refers to taking ownership of one's actions, decisions, and outcomes. It involves acknowledging and accepting the consequences of those actions.
- Responsibility encompasses fulfilling one's duties, obligations, and commitments. It is about being reliable and dependable in performing assigned tasks.



# Benefits



## **Improved Performance.**

When individuals hold themselves accountable and take responsibility for their work, they tend to attain excellence and achieve their goals.

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## **Enhanced Teamwork**

Fosters trust and collaboration among teammates.fosters trust and collaboration among teammates.

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## **Heightened Employee engagement**

Employees tend to be more engaged, invested and committed to the organization's success.

# To sustain a culture of accountability in the workplace, there must be:

## Leadership commitment

leaders must consistently demonstrate and reinforce accountable behavior in their own actions and decisions.

## Training and development

the organization should invest and organize programs (skills, knowledge and resources) that promotes accountability

## Continuous communication

vision, mission and goals of the organization should be regularly communicated so as to reinforce the link between individual responsibilities and overall objectives.

## Reinforce consequences

there should be consequences for both positive and negative behaviors, so individuals who demonstrate accountability and meet their responsibilities should be rewarded accordingly.



# Four Quadrants of Time Management

**Q1**

Important and Urgent

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**Q2**

Important and not Urgent

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**Q3**

Urgent but not Important

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**Q4**

Not Important and not Urgent



# Thank You

