

10 Key Management Accountabilities

1. Deciding who comes into the team and being responsible for the budget for that team.
2. Deciding who will do what jobs.
3. Securing employee commitment to specific goals and providing resources for them to achieve the goals.
4. Appraising staff, identifying development needs, and deciding performance rewards.
5. Ensuring staff meet goals – changing the goals if appropriate.
6. Providing solutions to problems.
7. Making change happen.
8. Achieving results from colleagues over whom you have no line authority.
9. Achieving results from external agencies (customers, suppliers, shareholders).
10. Setting measures of success – timelines, quality, quantity, services levels.

Source: 'The Accountable Leader' – Brian Dive