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Week 40 Focus: Coaching Part 2 -Accountability

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Focus Question: *What does accountability mean for you?*

Description

Another contribution that coaching can make to the remote space is the hard focus on accountability around goals.

A coach is often engaged to support a person to achieve their goals **quicker, faster or better**.

A key line of sight in coaching is around ACCOUNTABILITY or as Sir John Whitmore, one of the coaching grandparents wrote, "What are you going to DO? By WHEN? And HOW will I KNOW?"

These questions may be even more relevant today in the remote space.

- » What are you doing to TRACK key goals and progress towards the goals?
- » What accountability conversations are you having around WHAT steps have been taken?
- » What's been achieved?

Team meetings as well as individual coaching sessions between the leader and team members, or amongst peers may be a key part of the accountability conversation.

Consider using some of these frameworks to track accountabilities:

The Red, Yellow and Green Light Framework – on weekly basis team members can report out (verbally, visually or in writing) where each of their major tasks are. This can help to quickly pinpoint areas which urgently need attention (RED), need a focus (YELLOW) or are doing OK.

One on One Conversations and the One Page Plan

Accountability Buddies in the team who meet on a regular basis to connect and focus on what's important

What else is important to note around accountability and the sharing of progress?

Activity

What are the 1-2 goals you want to be held accountable to right now?

Complete, or update, your ONE PAGE PLAN if you have not yet done so. You'll find copies at the back of PlanDoTrack or Coaching Business Builder. Consider what frameworks are going to be most valuable for you as a team, or yourself, around accountability.

"Action springs not from thought, but from a readiness for responsibility."

Dietrich Bonhoeffer

The One Page Plan

As a former remote leader, myself, I used to manage a team of almost 30 people across 10 countries in more than 20 technical areas. Distilling our entire program goals into a simple framework was essential. It led me to create my own ONE PAGE Plans with my teams each year.

This is something I have carried forward into my work as a group and team coach. You'll find a copy of the One Page Plan at the back of PlanDoTrack and Coaching Business Builder.

Consider how you can use them to create your quarterly plan or monthly plans around marketing, key goals etc.