

The Accountability System™





Phase 1: Self-Discovery

- Discover leader's leadership style and direct report's strengths
- Leadership Report
- Coaching Report



Phase 2: Create The Job Scorecard™

- Define direct report's job in The Job Scorecard™ format
- Meet with leader, direct report, and other stakeholders to define role
- Create <u>The</u>
 <u>Performance</u>
 <u>Acceleration</u>
 <u>Tracker™</u> (PAT)
 from scorecard



Phase 3: Foundations for Success

- Review leader and direct report work styles and how to best work together using Comparison Report
- Review direct report's Q1 PAT and adjust percentages and priorities as needed



- Establish regular meeting cadence between leader and direct report
- Receive ongoing coaching and support from The Metiss Group through direct report's first 12 months

