

The Best Performance Accountability Tool You'll Ever See

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Why this Webcast?

- Understand the importance of job clarity (incumbent, leader, and stakeholders)
 - 2. Understand how to drive accountability
 - 3. Learn one of the best onboarding practices
 - 4. Learn how to easily conduct performance review



What Is Accountablilty

ChatGPT - "Accountability is the obligation to deliver onagreed-upon expectations and take ownership of theoutcomes—both successes and failures. It involves beinganswerable for results and following through on commitments."

Different from Personal Accountability

Accountability is expected.

Personal accountability is chosen.

Why Accountability is Hard Today

Work from home and hybrid working

Workplace transience

Today's inexperienced leaders

COVID funk

New generations not used to being held accountable

What is the Job Scorecard?

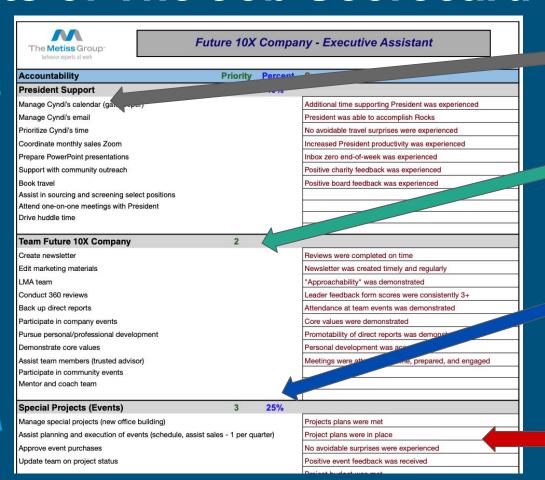
Job expectations created by a group of the job's stakeholders

Defines categories of activities, percentage of time, priorities, and success factors

Used in hiring and to create The Performance AccelerationTracker™

Not a job description

Elements of The Job Scorecard™



Activities

Priorities

Percent

Success

3-5 Categories

What is The Performance Acceleration Tracker™

The Job Scorecard™ loaded into a shared spreadsheet

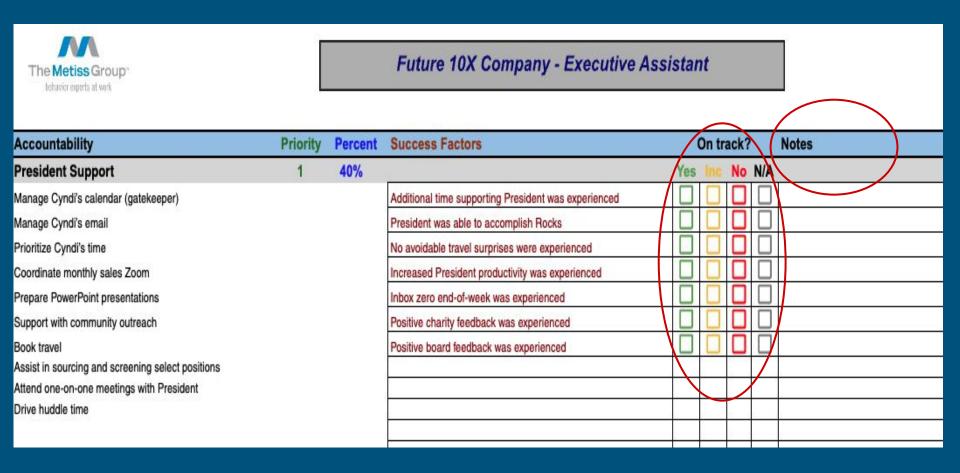
Alignment tool for leader and direct report

Used during onboarding

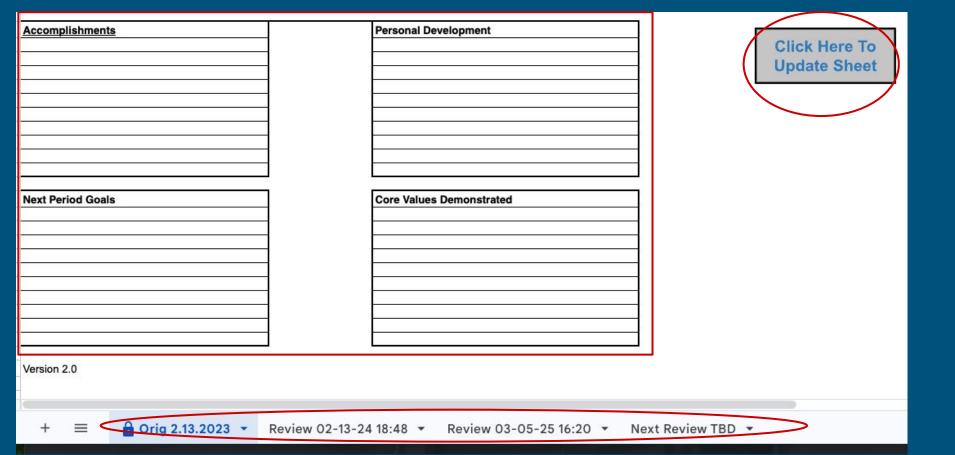
Used for performance reviews

Spreadsheet tracks performance from review to review

Elements of The Performance Acceleration Tracker™



Elements of The Performance Acceleration Tracker™



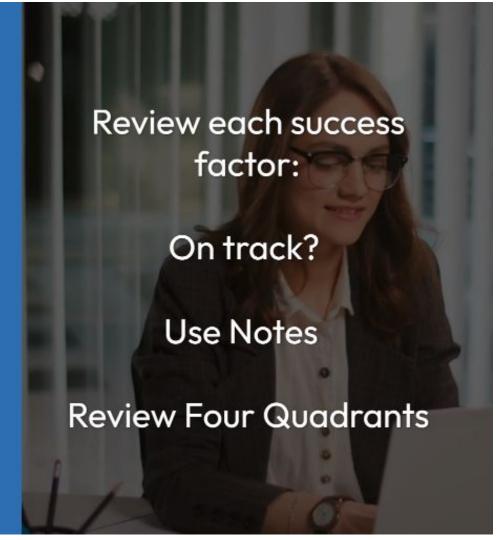
Use The Performance Acceleration Tracker™ During Onboarding

Be clear with new hire job expectations

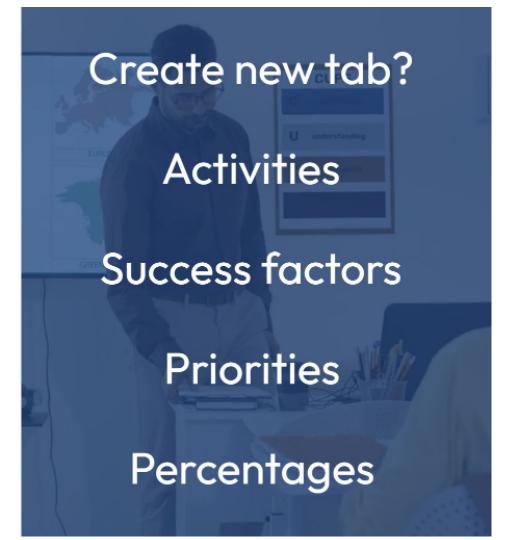
Review categories, activities, and success factors

Adjust percent of time and priorities for next review period

Use The Performance Acceleration Tracker™ For Performance Reviews



Adjust for next period



When The Performance Acceleration Tracker™ Isn't the Right Fit

Leaders unwilling to hold direct accountable

Direct report unwilling to be held accountable

Unwilling to do performance reviews - culture, time

Spreadsheet shared and private



Andrew E. N. Jones, CFP®

Principal

Investment Advisor

Success Story: Ongoing Performance Tracking

Jones Gregg Financial



Next Steps & Complementary Resources

Upcoming Webcasts

September 23: An Effective Hiring Process

October: 21 Strategic Leadership

November 18: Emotional Intelligence 360

December 16: 2025 Review



