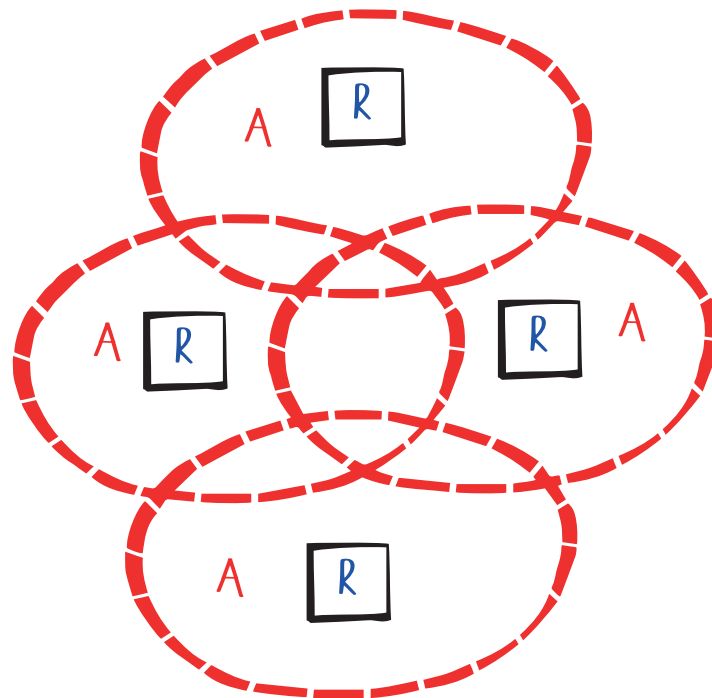


Joint Accountability



R = Responsibility – is consistent with the job description. Responsibility is structural.

A = Accountability – with accountability we mean that the individual consciously makes the decision to look outside his box and take ownership for the overall goals. Accountability is cultural.

J= Joint accountability – the intersections of multiple accountable people. This requires communication, trust and proactivity.

Application – if you see the problem, you own it .