

# KEY DIFFERENCES

## Responsibility

Individual commitment

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Proactive task ownership

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Personal duty to contribute

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Intrinsic motivation

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Voluntary and self-driven

---

Present and future-oriented

---



## Accountability

Collective commitment

---

Answerability for outcomes

---

Shared duty of team

---

External consequence-driven

---

Obligatory and team-focused

---

Past and future-oriented

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# Accountability Freedom and responsibility without control

**M Lipman**



## **Accountability Freedom and responsibility without control:**

**Accountability** Rob Lebow, Randy Spitzer, 2002 The authors show how to transform a business by replacing the control and manipulation that typically characterize the workplace with personal accountability A Journey Into the Heroic Environment

Rob Lebow, 2004 A Journey Into The Heroic Environment has changed hundreds of thousands of lives In this book we unlock the secret to creating peace and fairness in any organization The size of a company does not matter in the slightest Industry ethnicity or religion does not matter What matters is the knowledge that we are all in the People Business That is the message of this book The book itself is a simple story of two strangers encounter on a train that leads us on a compelling journey into the fascinating creative and stimulating new Shared Values work environment Shared Values has since become a buzz phrase around the world now we all need to practice these principles Every week the press and media uncover yet another company organization or individual who has turned his or her back on the concepts inherent in Shared Values Now a modern business classic A Journey Into the Heroic Environment helps us all attain what we REALLY want in our work environment

**Making the Matrix Work** Kevan Hall, 2013-02-07 Gives individuals and managers working in the matrix the tools to take control of their own goals and support others

**Values Guide Decision-Making for Results** Stanley Remple, 2025-05-22 Strong business leadership built on a value based foundation has the power to drive profit while improving the lives of business leaders employees and even those in the community But a business leadership model must also reflect cultural context which is why author Stanley Remple argues that a cookie cutter individualistic Western approach doesn't serve the needs of Chinese business leaders Enter Leadership Wisdom for Businesses in China a powerful four book series that examines value based business leadership specifically within the Chinese cultural and social environment and offers a framework to promote individual and collective potential while creating a successful and competitive business In Book Three Values Guide Decision Making for Results Remple explores the importance of ensuring all decision making is results based and dives into four business leadership responsibility areas that contribute to business success strategic direction complementary partnerships leadership development and governance accountability With a focus on technical tools creating and using a three year business plan is examined along with decision making processes to ensure all strategic action is aligned with performance objectives Case examples of successful Chinese businesses are also used to illustrate how these tools work within a cultural context Much more than a theoretical overview of business leadership this series offers a roadmap and solid tools for developing both self leadership and business leadership within a whole company Supported by a Chinese project team consisting of researchers educators writers and editors business leaders and other stakeholders this culturally relevant series has been written for both new and experienced business leaders and entrepreneurs leadership consultants and trainers and post secondary leadership programs in China However stakeholders in the West will also find great value in this comprehensive exploration of value based leadership The other volumes in the Leadership Wisdom for

Business Success in China series are Book One Confronting the Business Leadership Crisis Book Two Developing a Value Based Business Book Four Cultural Factors Define Implementation Strategies Also available in Mandarin *The Starfish and the Spirit* Lance Ford, Rob Wegner, Alan Hirsch, 2021-03-30 Imagine an organizational model for church leadership that enables the entire team to unleash their full potential The joy and vigor coming from a collective strength intelligence and skill in the community of leaders not only brings greater potency but better yields for your ministry What would it be like to see this kind of healthy leadership reproduced into the second third and fourth generation on multiple strands Leveraging the metaphor Ori Brafman popularized in his NYT best selling book *The Starfish and the Spider* Rob Wegner Lance Ford and Alan Hirsch show How to take a close look at your church s organizational structure and how to adapt instead of simply adopt a certain kind of structural approach How churches can function without a rigid central authority making them nimbler in reacting to external forces How seeding starfish networks inside today s churches will prepare the church of tomorrow to be agile while maintaining the accountability to be effective *The Starfish and the Spirit* is about creating a culture where church leaders view themselves as curators of a community on a mission not the source of certainty for every question and project It s about creating a team of humble leaders in the middle of the church not at the top leaders who naturally reproduce multiple generations of leaders from the middle out **Mastering Leadership Alignment** J.W. Ballard, Andrew Bargerstock, 2017-09-11 This book raises the bar on what it means to be a high performance enterprise providing methods and tools to engage the senior leadership team in building and sustaining rock solid alignment It demonstrates how to generate whole hearted unanimity on precisely what creates value in the enterprise who creates it and how the value created shows up in the financial statements Simple step by step procedures given bring about whole hearted unanimity in the senior leadership s understanding of how the enterprise makes money Where to focus energy and where not to is revealed Readers are guided to apply non directive leadership skills to co creating maps and reports of their enterprises value creating activities into a Management Operating System TM MOS Based on more than 30 years and over 50 hands on projects using the work of legendary IBM Executive School leader finance and values innovator Lou Mobley and Chuck Kremer CPA this book builds on Lou s original breakthrough works building IBM s executive leadership culture **Joy at Work** Dennis W. Bakke, 2010-08-03 Imagine a company where people love coming to work and are highly productive on a daily basis Imagine a company whose top executives in a quest to create the most fun workplace ever obliterate labor management divisions and push decision making responsibility down to the plant floor Could such a company compete in today s bottom line corporate world Could it even turn a profit Well imagine no more In *Joy at Work* Dennis W Bakke tells the true story of this extraordinary company and how as its co founder and longtime CEO he challenged the business establishment with revolutionary ideas that could remake America s organizations It is the story of AES whose business model and operating ethos let s have fun were conceived during a 90 minute car ride from Annapolis Maryland to Washington D C In the next two

decades it became a worldwide energy giant with 40 000 employees in 31 countries and revenues of 8 6 billion It s a remarkable tale told by a remarkable man Bakke a farm boy who was shaped by his religious faith his years at Harvard Business School and his experience working for the Federal Energy Administration He rejects workplace drudgery as a noxious remnant of the Industrial Revolution He believes work should be fun and at AES he set out to prove it could be Bakke sought not the empty fun of the Friday beer blast but the joy of a workplace where every person from custodian to CEO has the power to use his or her God given talents free of needless corporate bureaucracy In Joy at Work Bakke tells how he helped create a company where every decision made at the top was lamented as a lost chance to delegate responsibility and where all employees were encouraged to take the game winning shot even when it wasn t a slam dunk Perhaps Bakke s most radical stand was his struggle to break the stranglehold of creating shareholder value on the corporate mind set and replace it with more timeless values integrity fairness social responsibility and a sense of fun The Motivated Student Bob

Sullo,Robert A. Sullo,2009-06-10 Research has shown time and again that the traditional reward punishment model does nothing to boost student achievement In The Motivated Student Unlocking the Enthusiasm for Learning veteran educator Bob Sullo suggests a different approach cultivating students inner drive to learn by addressing their essential psychological needs Drawing from in depth interviews with successful educators counselors and administrators and a careful analysis of the research on classroom motivation Sullo provides an indispensable blueprint for ensuring that students in grades 4 12 are engaged in the classroom He offers practical clear cut strategies for getting students focused and ready to learn by Eliminating external rewards for learning Building positive relationships with students Creating realistic expectations for your students Developing lesson plans that are relevant to students lives and Planning with students psychological needs in mind As every teacher knows students learn best when they actually want to learn Whether at the elementary or high school level this book will make you think about who your students really are and help you develop a culture of inquiry trust and engagement that will release each child s enthusiasm for learning *Executive Ethics* Ronald R. Sims,Scott A.

Quatro,2008-05-01 Foreword by Dennis W Bakke best selling author of Joy at Work Afterword by C William Pollard best selling author of The Soul of the Firm Scott Quatro and Ronald Sims have put together an impressive group of experts that delve into the essential elements of C suite leadership especially ethics driven leadership The book reminds us that the bottom line is more complicated now Profits are only part of the equation The post Sarbanes Oxley era requires more than ethics related compliance It calls for the creation of an ethics driven ethos as well This book begins the dialogue toward such an ethos This timely volume is unified in its collective voice but uniquely diverse in its independent voices as it draws on the wisdom and experiences of twenty nine different contributors from both industry and the academy This book will also help you understand how organizations can maximize the fun effectiveness and experienced meaningfulness of the people who work there The fundamentals are simple and easy to understand Unfortunately few C suite leaders can bring themselves to

lead consistently following these fundamentals An ethical organizational leader must continuously remind the organization why the organization exists and why what it does is important People will not work with energy engagement and consistency without a purpose they intensely believe is worthwhile Leaders must continually find ways to articulate the importance of individual peoples efforts toward that end

**Foundations of Enterprise Governance and Enterprise Engineering** Jan A.P. Hoogervorst, 2018-03-23 This book outlines the important foundational insights for enterprise governance and enterprise engineering which are obviously provided by the social and organization sciences but also by other sciences such as philosophy and information technology It presents an employee centric theory of organization in order to secure enterprise performance and also to comply with moral considerations about society and human individuals This is necessary as prescriptions based on best practices or the best managed companies are often merely anecdotal faddish or controversial and based on unsubstantiated pseudo theories The book consists of four main chapters the first of which summarizes the importance of foundational insights for enterprises and explains the mutual relationships between the basic elements of enterprise governance and enterprise engineering Next chapter 2 explains the necessary philosophical foundations concerning knowledge truth language and human existence Subsequently chapter 3 describes the ontological foundation and the nature of society and enterprises as understanding their characteristics is a prerequisite for understanding and designing enterprises Finally chapter 4 approaches ideological foundations as beliefs and convictions as they create specific requirements for the design of enterprises In this way the book covers all the cornerstones of the employee centric theory of organization drawing on foundational insights The book is mainly intended for students specializing in areas such as business administration management and organization science governance and enterprise and information systems design However professionals working in these areas will also benefit from the book as it allows them to gain a deeper understanding of the theoretical foundations of their work and will thus help them to avoid strategic failures due to a lack of coherence and consistency between the various parts of their organization

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    - Chapter 3: Accountability Freedomandresponsibilitywithoutcontrol in Everyday Life
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