

# **Building Highly Accountable Organizations**

*Michael Gunnin | Chief Growth Officer | Walk Thru the Bible*

## **Workshop Handout**

### ***Workshop Summary***

Despite their best efforts, Christian ministries often struggle to expect high levels of accountability for results throughout the organization. Overcoming the barriers to creating an accountable organization will unleash opportunities for growth and renew an appropriate focus on results. Workshop

Outcomes: 1) Recognize and overcome common barriers to accountability in Christian ministries, 2) Be able to introduce high levels of accountability without destroying culture or morale, and 3) Develop simple tools to track your ministry's progress against goals and objectives.

***Presentation Slides:*** email [mgunnin@walkthru.org](mailto:mgunnin@walkthru.org) for a copy of the presentation slides.

### ***Outcome One: Questions for Further Reflection:***

1. What are the common barriers to high levels of accountability within your organization or your team? Work with your team to identify the core reason(s) those barriers exist.
2. Evaluate the alignment of your organizational values and behaviors. If there is misalignment, what changes (small and big) are needed?
3. Are you more inclined to think of accountability and metrics as a system for punishment or a motivation toward success? How does your answer influence your management style?

### ***Outcome Two: Questions for Further Reflection***

1. How clear is your team on their goals (ministry, team, and individual) *and* their progress toward those goals? Don't assume...ask them!

2. What is one thing you could do weekly, monthly, and quarterly that helps adjust negative perceptions about accountability?
3. The effectiveness of accountability and feedback is connected to the gap in time between what we “see” and what we “say” (less time is better!). Does this need to change the way you as a leader (or organization) approach feedback and accountability?
4. What is one thing that you learned in the workshop that you most need to communicate to your team?

### ***Outcome Three: Questions for Further Reflection***

1. In light of today’s workshop, what tools are needed in your management or organization to track progress, provide feedback, and report against benchmarks?
2. How clear are your “waypoints”?
3. Does your calendar suggest you care deeply about accountability, outcomes, and achieving personal and ministry goals?

*Thank you for attending this workshop. I would love to hear your feedback, suggestions, or comments; and I love hearing stories of organizational turnarounds! Feel free to reach me at [mgunnin@walkthru.org](mailto:mgunnin@walkthru.org)*