



# *The Accountable Leader*

## Developing Effective Leadership Through Managerial Accountability

### What is This Book About?

*The Accountable Leader* is centered on three themes — leadership, accountability and organizational structure. The book illustrates how the three concepts are related, and how accountability is at the heart of sound organizational architecture, which in turn is a pre-condition for truly effective leadership, leadership development and a rewarding career path.

*The Accountable Leader* is an explanation of how the structure of organizations has a profound impact on the ability of managerial leaders to perform their job effectively. It also describes how organization design has a huge impact on the individual well-being and happiness of those people earmarked for future promotion, so much so that talented staff may well leave an organization rather than suffer the effects of operating inside a poorly designed organization.

*The Accountable Leader* explores what it means for managers to be held to account at all levels in an organization. The author demonstrates that most leadership-related problems arise from the ineffectiveness of organizational structures that lack accountable jobs.

### What You Will Learn:

- The 10 key management accountabilities
- Why organizations are so often lacking clear accountabilities
- How to develop leadership in an organization
- How the Decision Making Accountability (DMA) Solution Set provides the principles needed to address the accountability of leaders
- The Seven Elements of Decision Making Accountability
- How leaders are held accountable at the various Work Levels within an organization

#### Contents

Accountable for Success

Organizing for Accountability

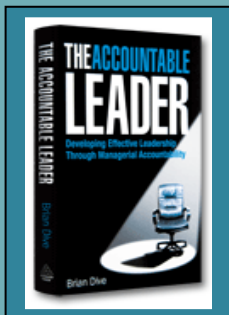
Holding Leaders to Account:  
Leadership by Design

Held to Account at the Front  
Line

Managing the Managers

Leadership Development  
Schemes

The Accountable Leader:  
20 Key Ideas



By Brian Dive