



John Deere Discussion - 15 June 2023 Shiv

Personal accountability is ...

“being willing to answer... For the outcomes resulting from your choices, behaviors and actions” - Todd Herman



The JFK + Robert McNamara story from the Cuban Missile Crisis

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Shri Lal bahadur Shastri and the train accident

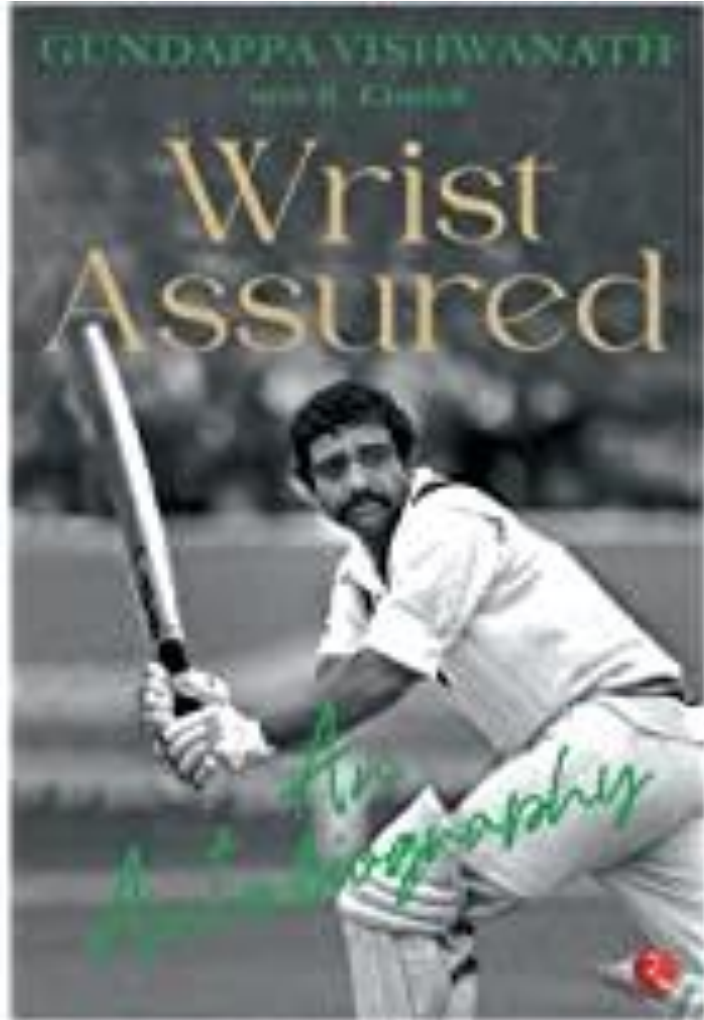
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Rajnikanth's personal accountability to producers when a movie flops

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Personal Accountability needs Self Awareness and Intellectual Honesty



GR Vishwanath and Adam Gilchrist – Two rare walkers – best example of personal accountability to the game

Feeling amongst the troops - Personal Accountability and Hierarchy are inversely correlated in companies.



TEAM

A team is a **PROMISE** and a **COMMITMENT** to each other





Tennis is an individual game



**Cricket is a selective
hybrid collaboration game
Individual brilliance
on a day can win the match**

**What type of
player are you?
Individual?
Hybrid?
True Team player?**



**Football is a true team game, everyone needs to
contribute to win**

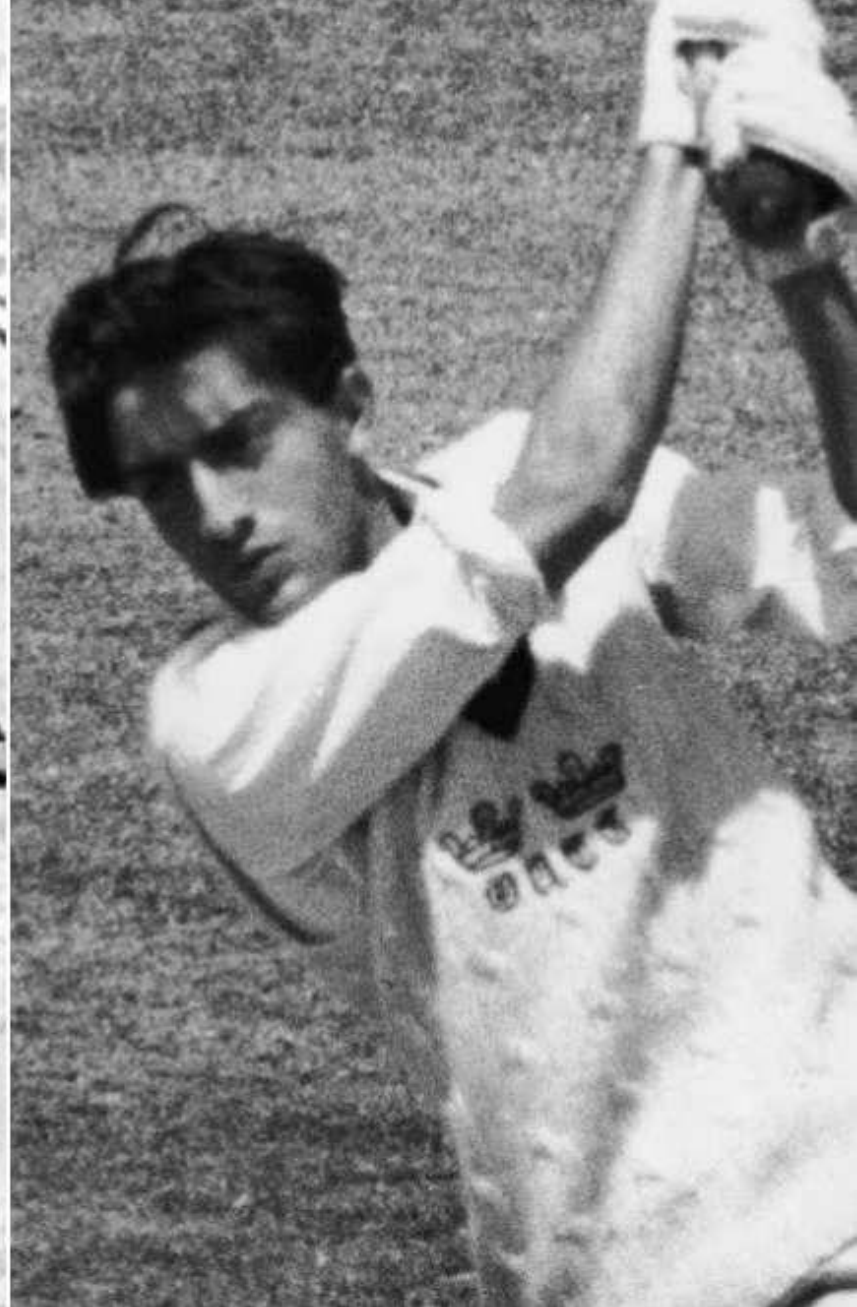
As a leader, are you ...

**Clint
Eastwood**
**The
Enforcer**



OR





“You don’t need to be told what to do and not do when you are selected for India” - Pataudi



Application is a feature of personal accountability to the team



Personal Accountability Is about passing the baton correctly



Playing VICTIM never makes anyone accountable

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AFTERBURNER

PLAN - BRIEF - EXECUTE - DEBRIEF

A mission debrief is done without rank and hierarchy. It is an honest assessment of what went right and wrong

What stops Personal Accountability?

- Super Ego, One upmanship
- Matrix structure
- Remote working in some cases
- Unclear Goals
- Functional vs Geography
- Poor listening



What enables Personal Accountability?

- Institution Goal
- Clear Roles
- A positive challenge culture
- Ability to apologize and forget
- Clarity on Resources
- Outcome focused
- Good Time management



Personal Accountability builds trust, gets things done, and helps a company be agile.

Thank You



JOHN DEERE