Communities of Practice

YOUR AGILE LEADERSHIP GIFT

CHRISTOPHER AVERY

June 14, 2013

Name of Host: RAM SRINIVASAN

Call for Volunteers

- Webinars team
- Community Editorial Board
- Experience Report/ Case Studies
- Social Media team

Please visit the community site at http://agile.vc.pmi.org for more details

WHO IS CHRISTOPHER AVERY

- 25 years innovating in large-scale organization change, leadership, and teamwork to support performance through people
- Primarily product development and IT
- Author “Teamwork Is An Individual Skill”
- Founding board of the Agile Leadership Network
- 22 years on the Responsibility Process research team
- Developer of the Leadership Gift and mentor to it’s worldwide community of leaders

CHRISTOPHER AVERY
& THE LEADERSHIP GIFT

ACCOUNTABILITY ≠ RESPONSIBILITY

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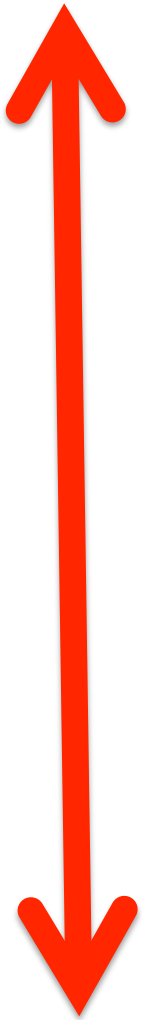

ACCOUNTABILITY IS VERTICAL

How we managed before complexity

…and still the dominant mental model

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RESPONSIBILITY IS HORIZONTAL

How anything REAL gets done in a complex world

And the mental models are young

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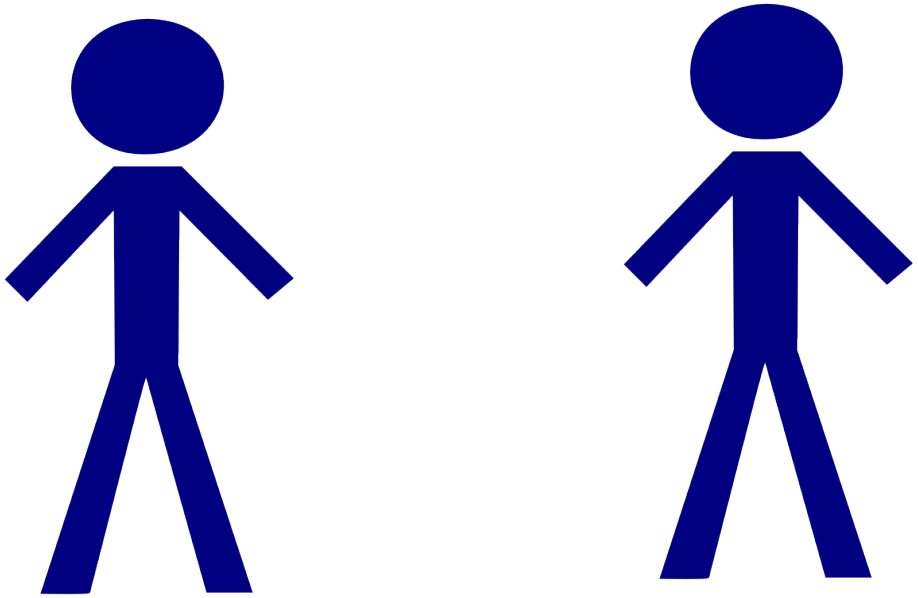

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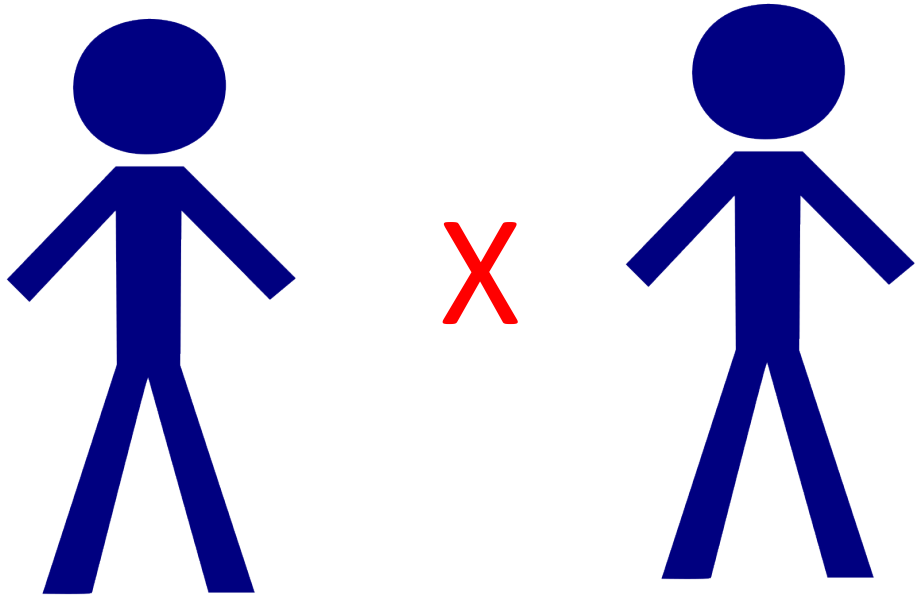

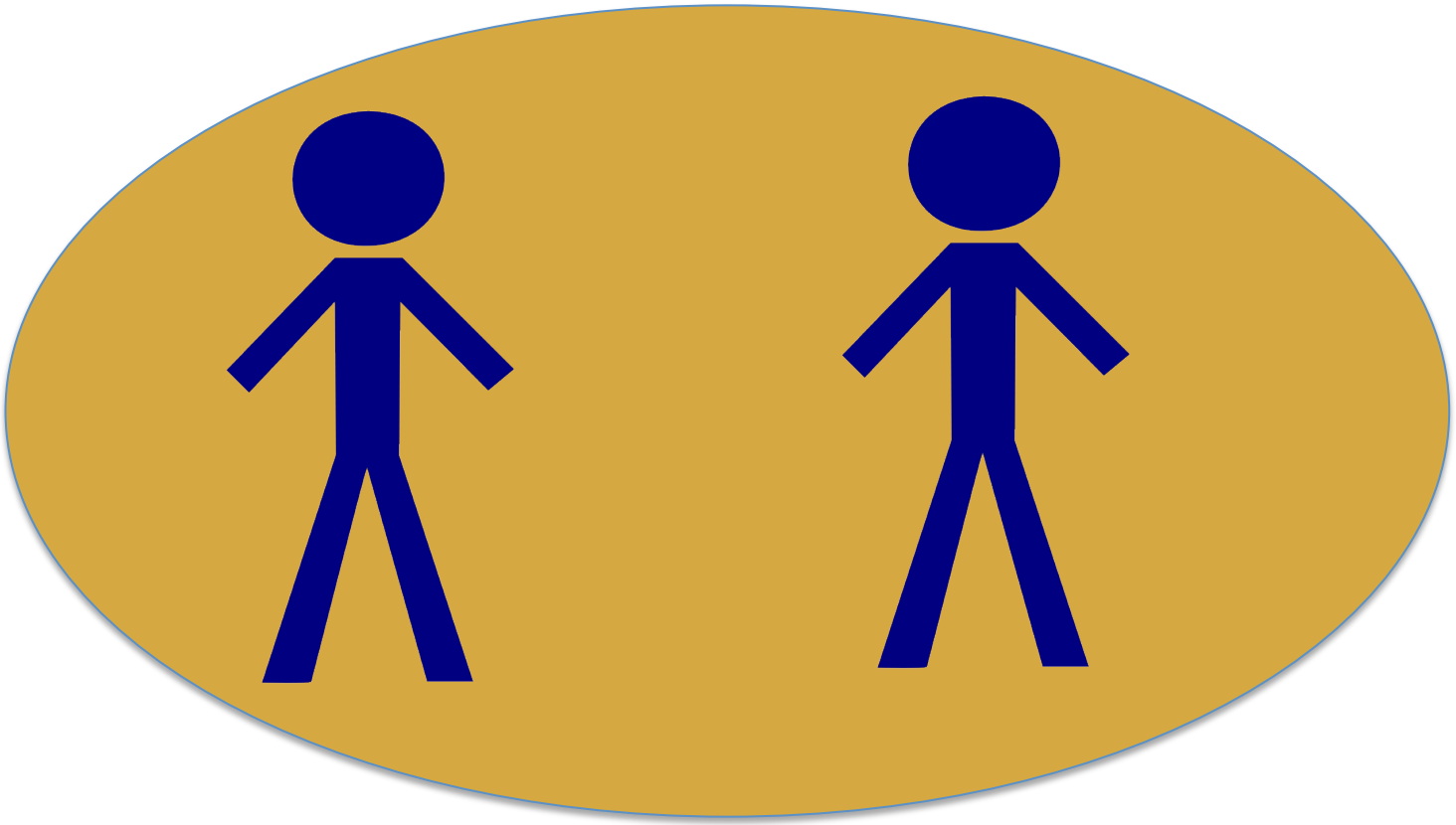

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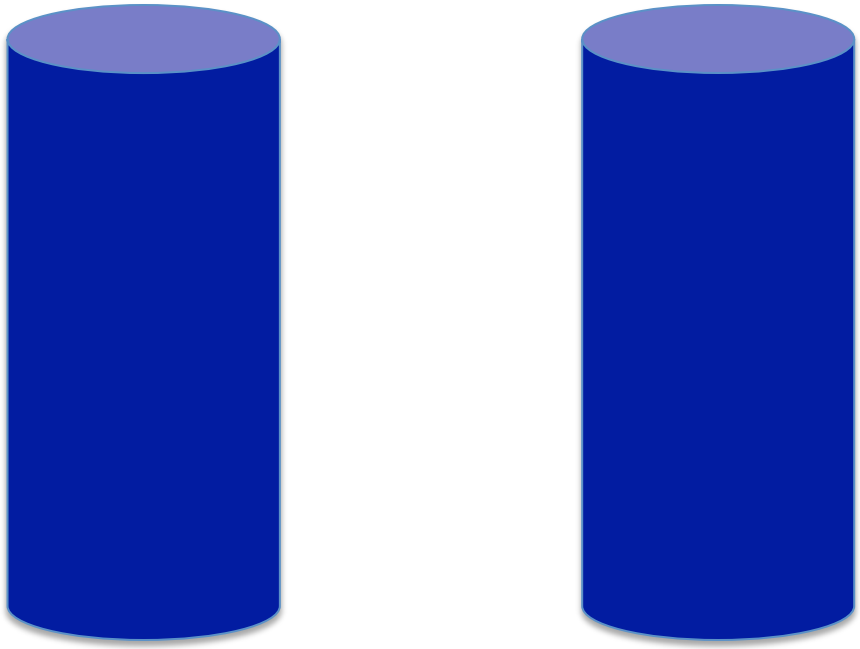

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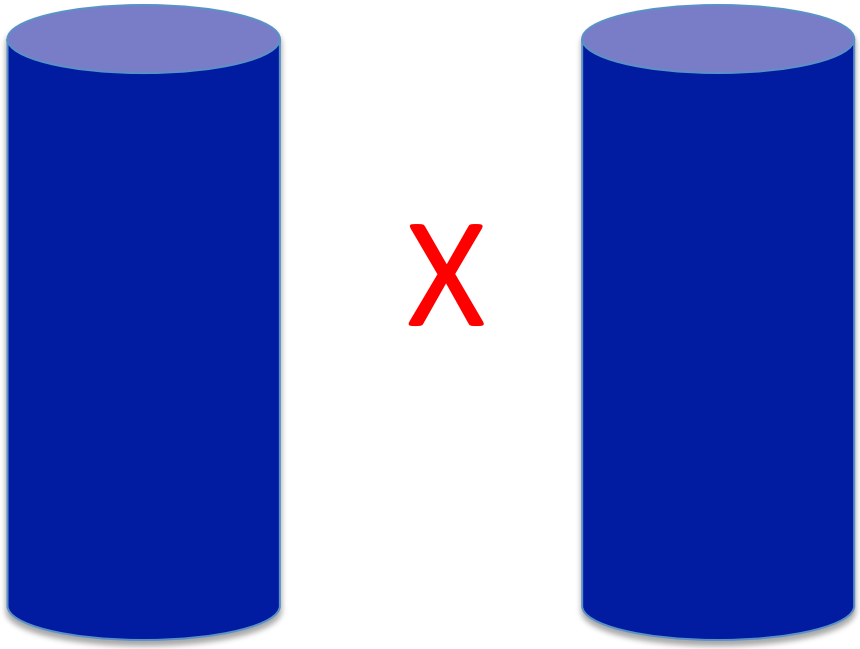

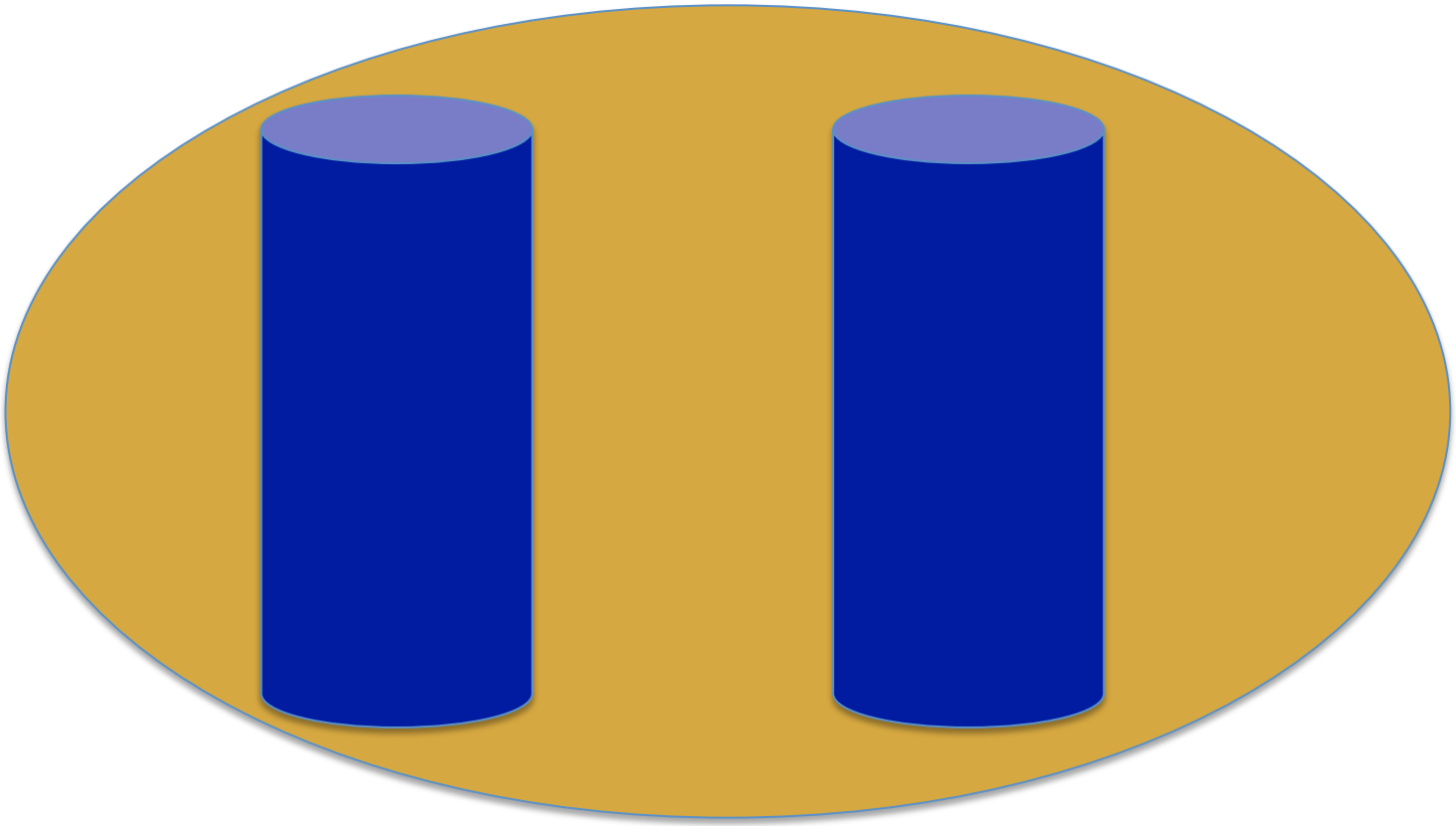

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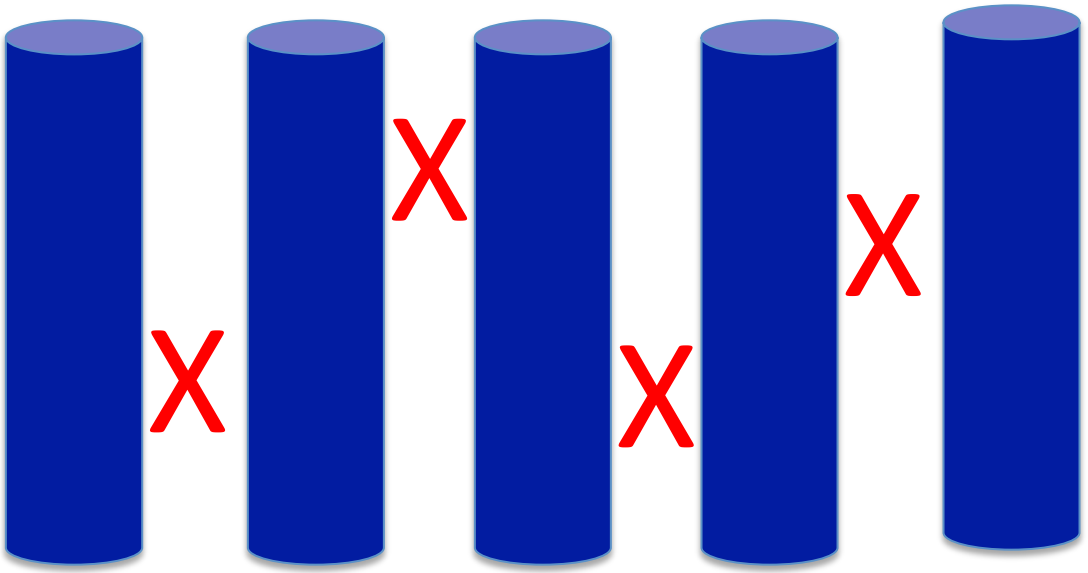

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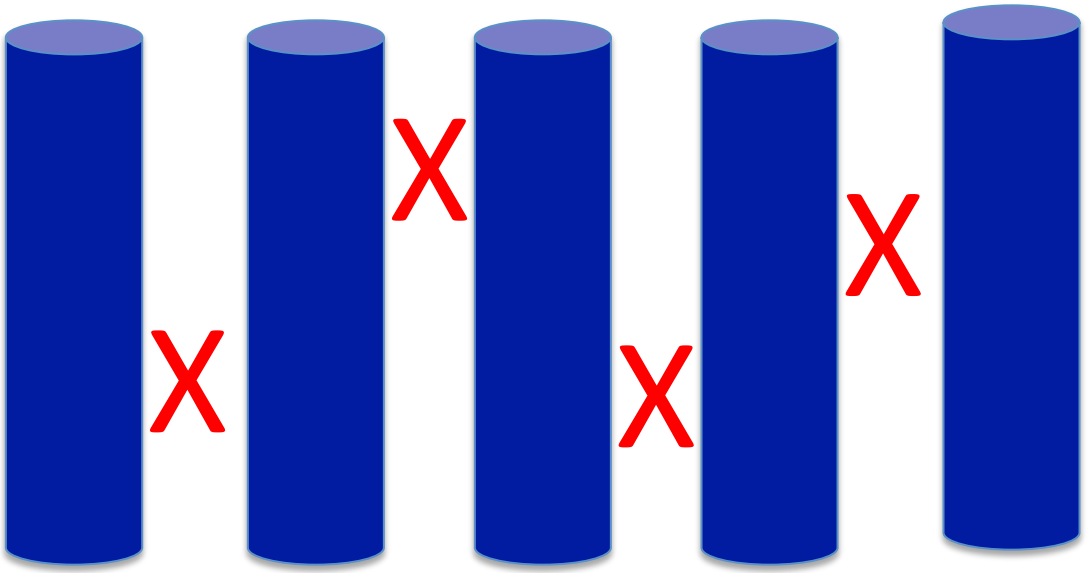

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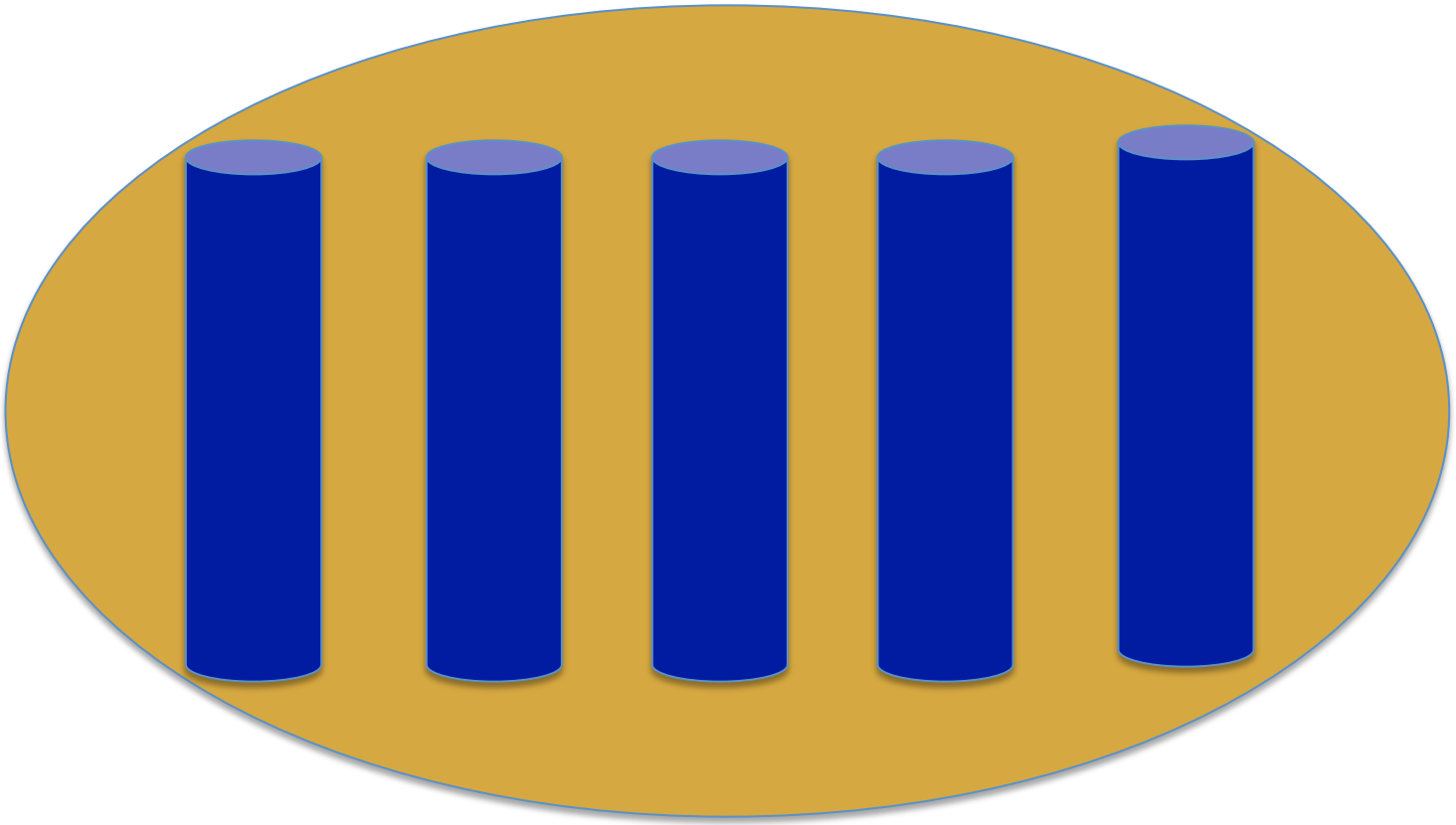

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HOW WE RESPOND TO PROBLEMS

CHRISTOPHER AVERY
& THE LEADERSHIP GIFT

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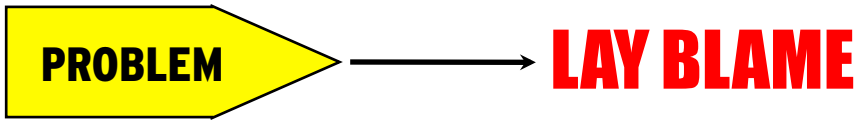
& THE LEADERSHIP GIFT



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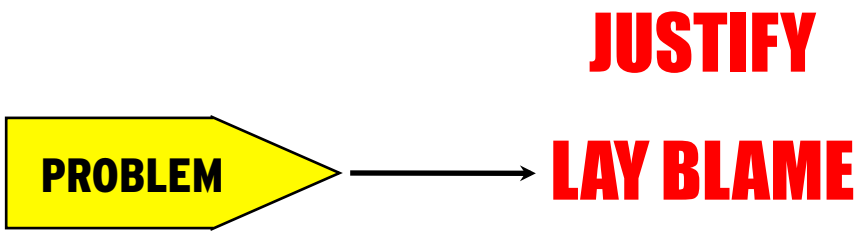

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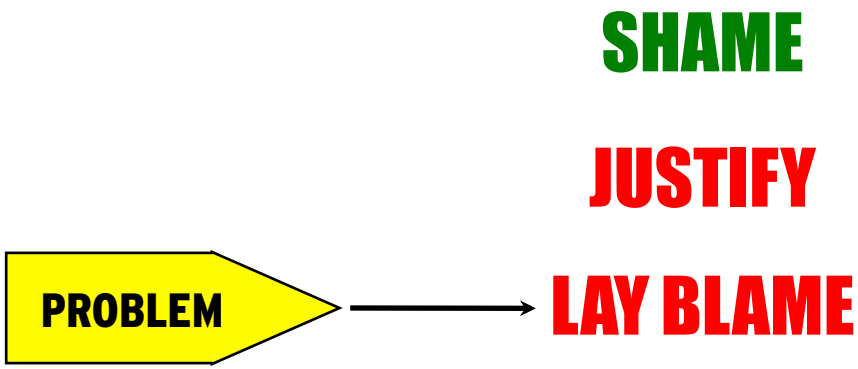

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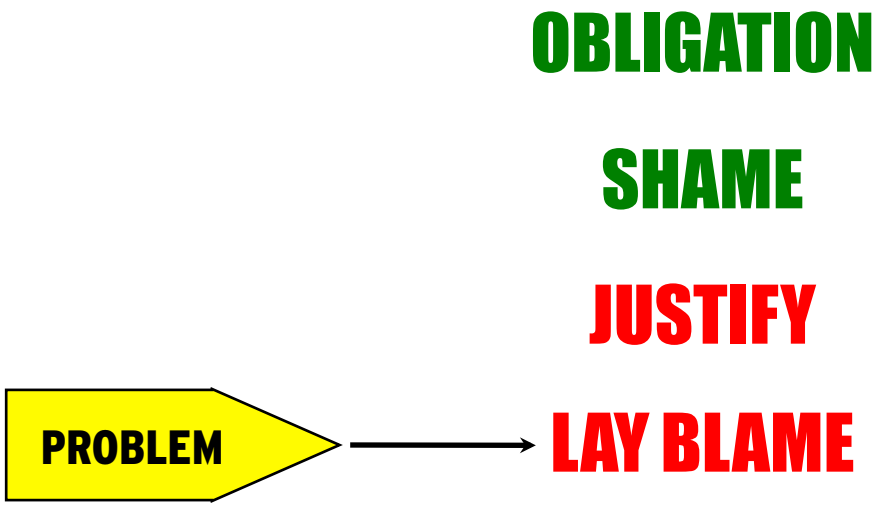

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HOW WE RESPOND TO PROBLEMS

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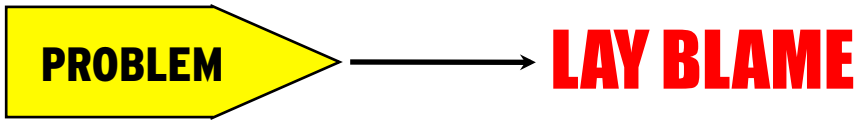
RESPONSIBILITY

OBLIGATION

SHAME

JUSTIFY



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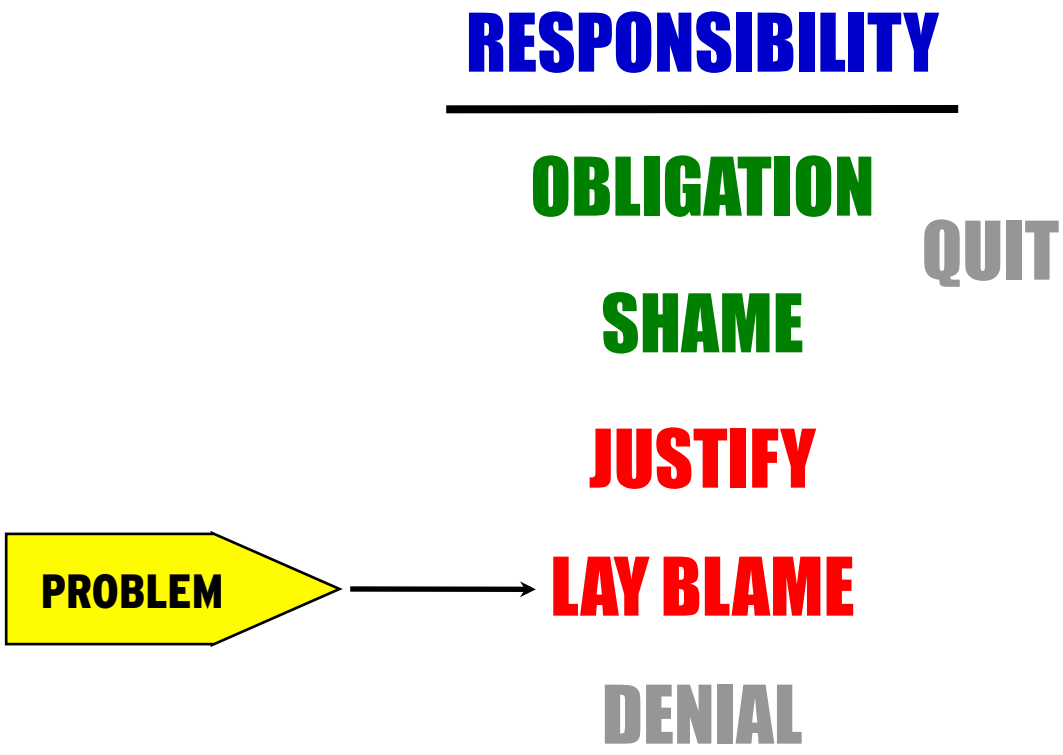

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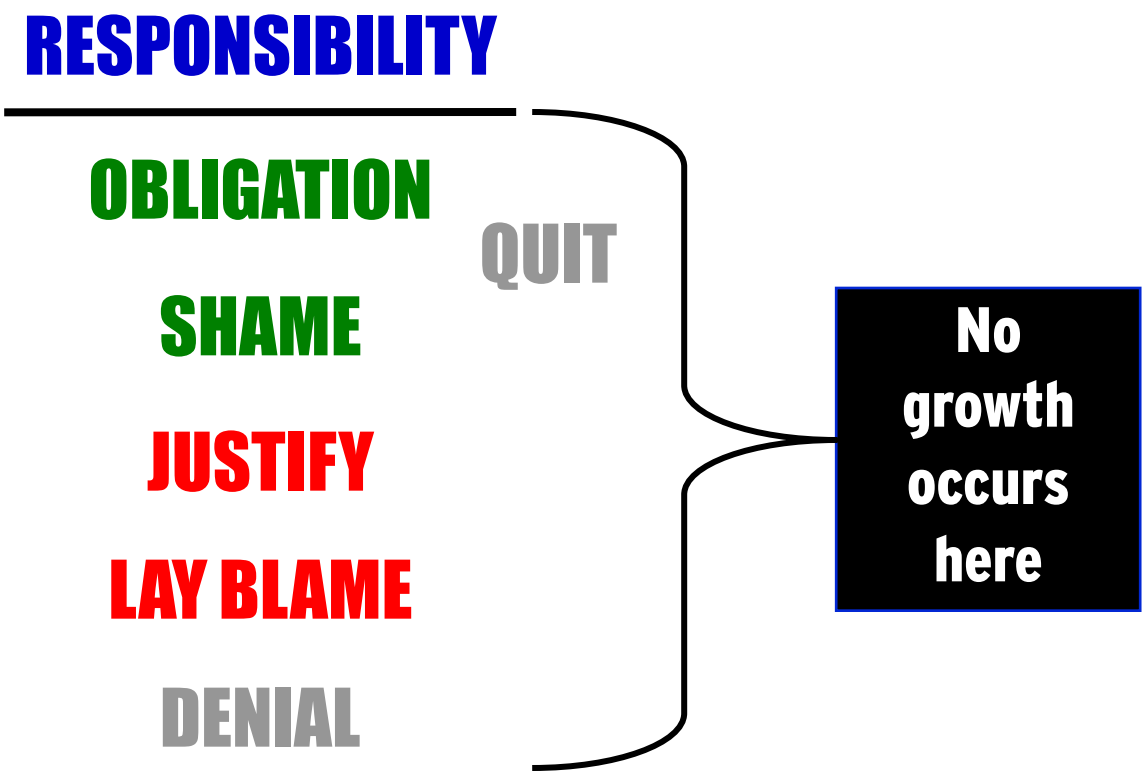

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WHY THIS IS IMPORTANT

CHRISTOPHER AVERY
& THE LEADERSHIP GIFT

It' our **NATURAL MENTAL & SOCIAL PROCESS** behind

- ✓ SUCCESS
- ✓ LEADERSHIP
- ✓ TEAMWORK
- ✓ PROBLEM-SOLVING
- ✓ LEARNING
- ✓ CHANGE

- OR THE LACK THEREOF

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3 KEYS TO RESPONSIBILITY

CHRISTOPHER AVERY
& THE LEADERSHIP GIFT

INTENTION

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3 KEYS TO RESPONSIBILITY

CHRISTOPHER AVERY
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INTENTION

AWARENESS

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3 KEYS TO RESPONSIBILITY

CHRISTOPHER AVERY
& THE LEADERSHIP GIFT

INTENTION

AWARENESS

CONFRONT

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ITERATIVE, INCREMENTAL

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ACCOUNTABILITY ≠ RESPONSIBILITY

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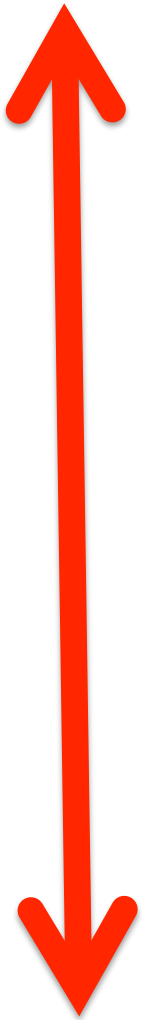

CREDIBLE THREAT

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CREDIBLE TRUST & COMMITMENT

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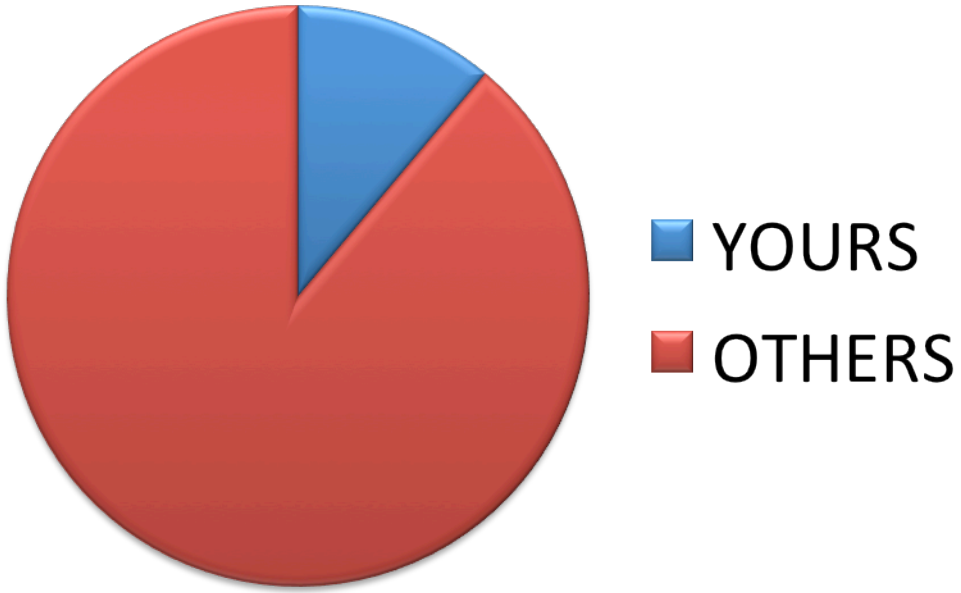
SCARCITY



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EXPANSIVE

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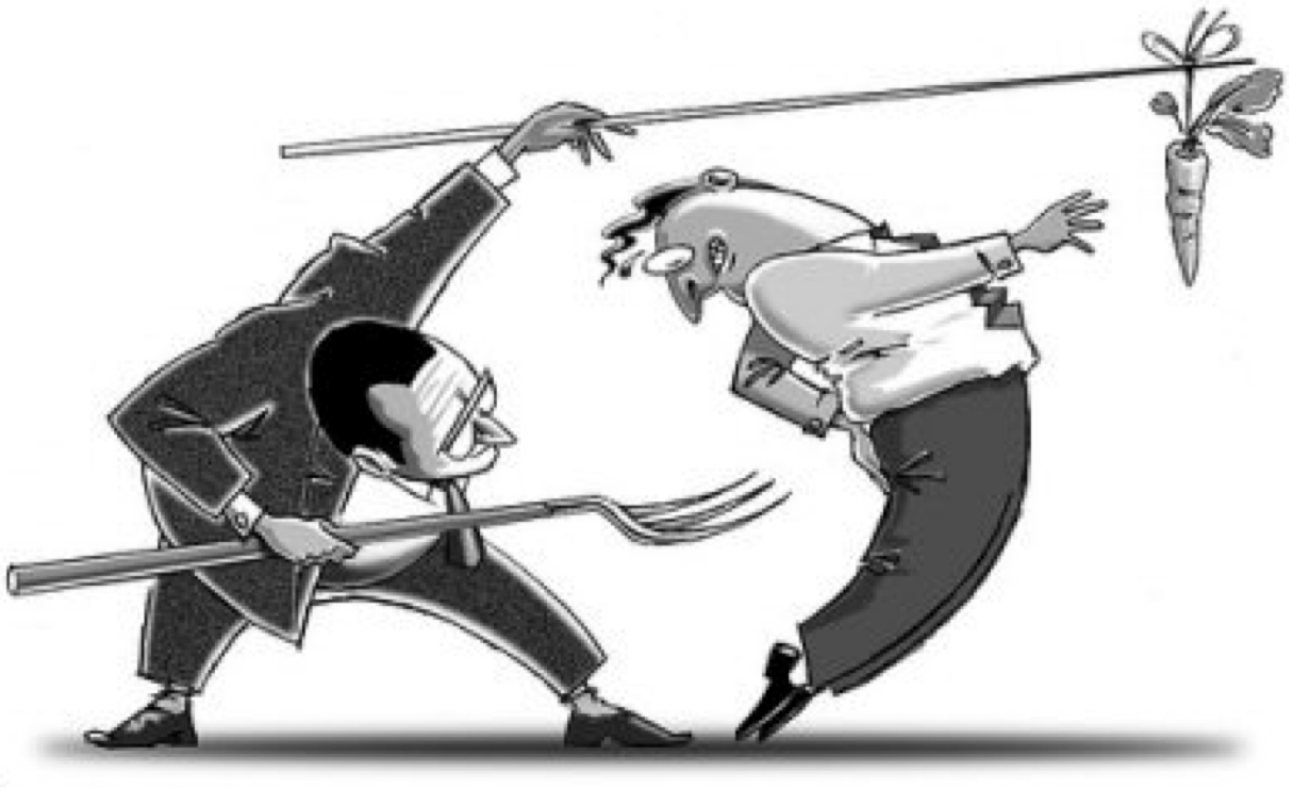
EXTRINSIC



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INTRINSIC

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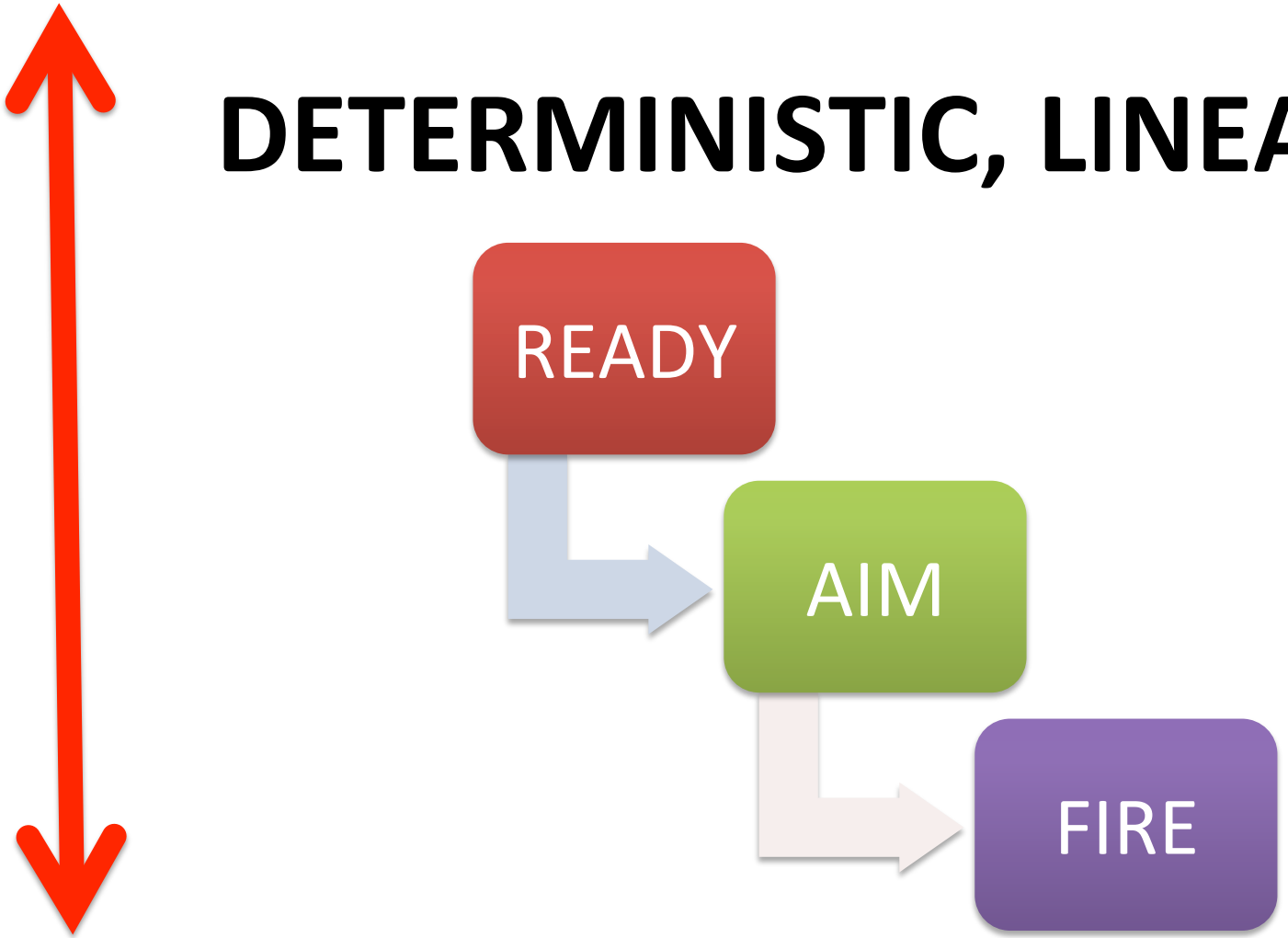
DETERMINISTIC, LINEAR



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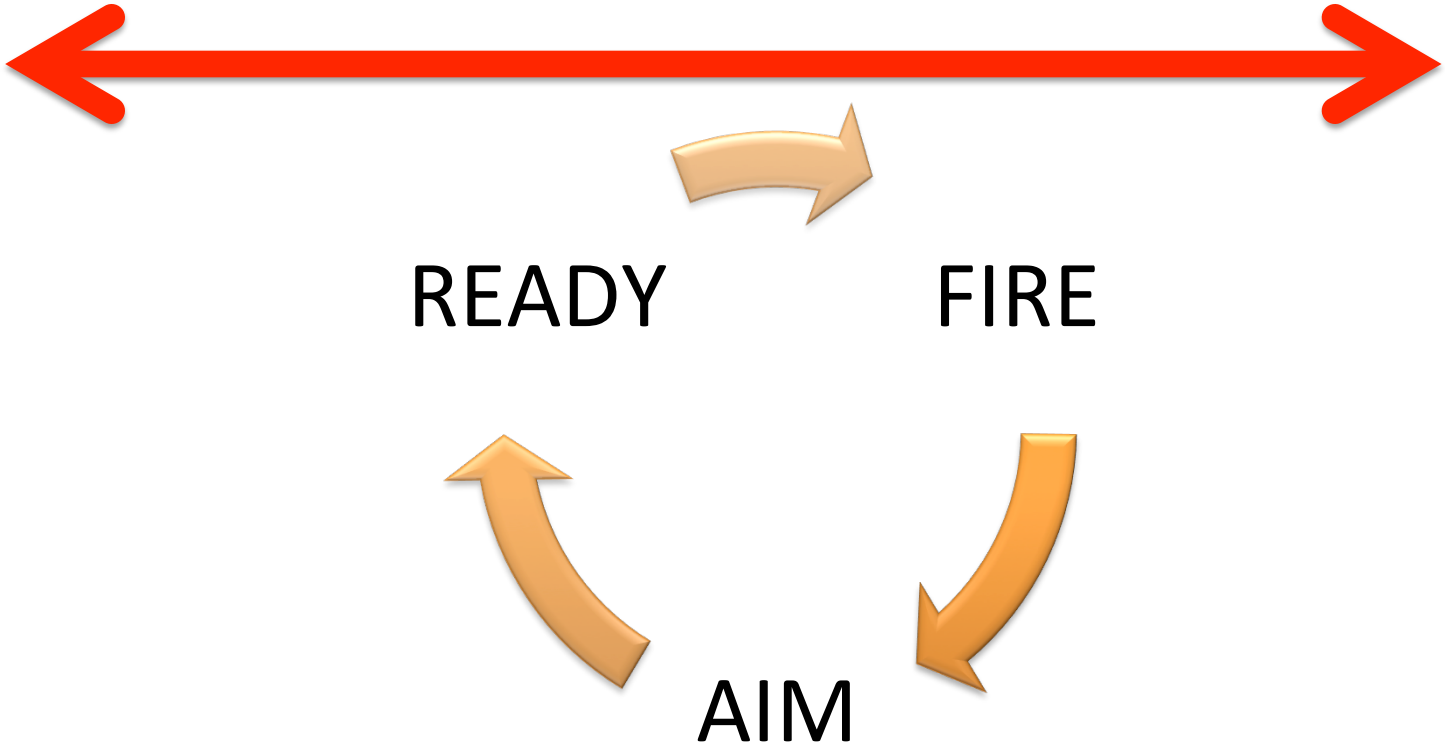
ADAPTIVE, EMPIRICAL



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WHEN

ACCOUNTABILITY > RESPONSIBILITY

UNHAPPY PEOPLE
LOW PERFORMANCE

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WHEN

RESPONSIBILITY > ACCOUNTABILITY

HAPPY PEOPLE
AMAZING PERFORMANCE

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DYNAMICS BEFORE MECHANICS

SCALABLE **BEHAVIORS**

NOT SCALABLE **PROCESSES**

TAKEAWAY

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RESPONSIBILITY

TRUMPS

ACCOUNTABILITY

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TAKEAWAY

CHRISTOPHER AVERY
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RESPONSIBILITY PRACTICES

TRUMP

ACCOUNTABILITY PRACTICES

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TAKEAWAY

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MASTERING RESPONSIBILITY
TRUMPS
MASTERING ACCOUNTABILITY

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INTENTION

AWARENESS

CONFRONT

THE LEADERSHIP GIFT IS OUR NATURAL EMPIRICAL MINDSET

(IF WE USE IT)

GROW

COPE

THE RESPONSIBILITY PROCESS™
RESPONSIBILITY
OBLIGATION
QUIT
SHAME
JUSTIFY
LAY BLAME
DENIAL

NEXT STEPS

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& THE LEADERSHIP GIFT

Decide if the Responsibility Process is real.

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NEXT STEPS

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Decide if the Responsibility Process is real.

Refuse to settle for less – for yourself, teams, family, organization, society.

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NEXT STEPS

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Decide if the Responsibility Process is real.

Refuse to settle for less – for yourself, teams, family, organization, society.

Check out **8 GREAT LIES OF LEADERSHIP** series.

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NEXT STEPS

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Immerse. Find or build a support system.

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NEXT STEPS

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Immerse. Find or build a support system.

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Thank you

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Upcoming Webinar

June 28th - Siddharta Govindarajan on A3 Management

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