BOLD ENTERPRISES
Cultural Architects

Accountability and Empowerment Matrix

Discerning judgment, independent worker

High

Emphasize company values, mission, purposes. Continually show how tasks, procedures, policies and rules help accomplish mission.

Hold accountable for achieving self determined goals. Allow maximum latitude for how outcomes are achieved.

Write out duties in detail, provide complete instructions, exact expectations of quality, quantity and deadlines.

Provide specific goals and the resources to meet those goals. Provide minimal latitude for how outcomes are achieved.

Low *High*

Competence, skill, ability

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