

RESPONSIBILITY VS ACCOUNTABILITY

Responsibility

- Responsible for completing the step in the process
- Many people can be responsible for the action
- "The doer"
- Responsible to the person accountable
- Assigned to do the work
- Work on the activity
- Entrusted with the task
- The person responsible for doing it
- Develops and makes happen
- Facilitates, coordinates, and clarifies

Accountability

- Accountable for ensuring that the step is completed appropriately.
- Only one person can be accountable for the action
- "Where the buck stops."
- Responsible for ensuring that the work, task, or process is completed to the required standard.
- Make the final decision (sign-off) about the work, including "yes" and "no" authority plus veto power.
- Has ultimate ownership of the activity
- Liable for any faults
- The person is accountable to see that it gets done.
- Accountable signs-off or approves the work responsible provides
- Directs, validates, and approves

Social Responsibility And Accountability

KJ Lindholm-Leary



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