ON TOPIC: ACCOUNTABILITY

The Talent Development team is pleased to offer relevant and meaningful learning opportunities to Virginia Tech's faculty and staff. "On Topic" is a quarterly publication that offers resources and professional development opportunities, focusing on the university's core values and goals.

This spring, the professional development opportunity we are highlighting is Accountability. Accountability in the workplace leads to better performance, improved trust, and higher morale, but it's not something that just happens overnight. Accountability must be developed in each person and it is a critical skill that all leaders can improve. In this issue, we provide resources on what makes accountability so important, how to build it, and how it will help you and your team be their best.

ACCOUNTABILITY VS RESPONSIBILITY

As current "buzz words," we often hear the terms Accountability and Responsibility thrown around together. They're with us at work, in politics, at school, and just about everywhere else. They're together so often that they've almost become interchangeable. But it's important to remember that while connected, these two terms have important differences.

Responsibility is having an obligation to do something, such as complete a task. For example, a team member might be responsible for creating a quarterly resource, such as "On Topic." Accountability means to accept that responsibility and to be answerable to someone for it. If the team member is late creating "On Topic," then that team member is accountable to their supervisor and team members for missing the deadline.

Responsibility can be shared. The processes that go into making "On Topic" can be divided up amongst colleagues and each team member can put together different sections, but accountability is up to each individual to accept their role and to make sure they complete their share of the work.

"Accountability breeds response-ability."  
Stephen R Covey

ONLINE COURSES

Team Accountability  Five Conversations  Accountability through commitment

If you have never accessed a LinkedIn Learning course previously, please use this link to activate your Virginia Tech account.
RESOURCES

ARTICLES
Transform the workplace by changing the culture. Help your team be more consistent and set them, and yourself, up for success by building accountability.

- 7 Truths About Accountability That You Need to Know
- How to Actually Encourage Employee Accountability
- How Your Business Benefits From Creating a Culture of Accountability
- Yes, You Can Increase Accountability Through Leadership
- The Benefits of Holding Employees Accountable Across Departments
- The Practical Side of Higher Education Accountability

DIGITAL ACCOUNTABILITY:
The enormity of issues like online privacy, information governance, hacking, online bullying, etc., aren’t easy to grasp, but they are important to understand. Below are some resources on how to be accountable and digitally responsible in today’s connected world.

- Virginia Tech Social Media Policy
- Information Governance: Social Media
- Information Governance: Mobile
- Ethical Hacking: Countermeasures
- Ethical Hacking: Social Engineering Accountability and Responsibility in a digital world

BOOKS:

- QBQ! The Question Behind the Question
- Inspiring Accountability
- Supportive Accountability

Many more development opportunities and resources are available for faculty and staff at Virginia Tech. See what is available HERE!