



# **LEADERSHIP TEAM PERFORMANCE ACCOUNTABILITY ANALYSIS**



# INTRODUCTION

A leadership team can only be as effective as its ability to own results and stay accountable. Too often, leadership groups confuse activity with impact, or assume responsibility is shared when, in reality, it's unclear who owns what. Without clarity, accountability gaps grow—and the organization pays the price.

This tool is designed to bring discipline and transparency to your leadership team's performance. By evaluating key functional areas—strategy, operations, finance, HR, marketing, customer service, and beyond—you can rate both the importance to your business and how well your team is currently executing. It forces you to identify point people, define backup roles, and spot performance gaps before they become costly problems.

The goal isn't to criticize—it's to create alignment. With this analysis, leaders gain a shared understanding of where the team is strong, where accountability is missing, and where improvements are needed. When leadership holds itself to the same level of rigor expected from the rest of the organization, it sets the tone for a culture of ownership, trust, and high performance.



<b>Skill Category</b>	<b>Strategic Importance To Your Company (1-10)</b>	<b>Current Performance Rating (1-10)</b>	<b>Importance/ Performance Score (Maximum = 100)</b>	<b>Top 3 Key Performance Indicators</b>	<b>Point Person</b>	<b>Back-Up Person</b>	<b>Status Rating: (Poor, Fair, Average, Good, Excellent, Best-In-Class)</b>	<b>Performance Gaps/Needed Improvements</b>
Business Continuity/Crisis Management								
Business Development - Lead Generation/Prospecting								
Business Development - Closing Sales								
Culture/Workplace Dynamics								
Education & Training - SG&A								
Customer Service								

Financial - Accounting/Tactical								
Financial - Strategic								
HR - Compensation, Benefits & Rewards								
HR - Compliance								
HR - Recruiting								
HR - Performance Management								
Industry Knowledge Capture/Best Practices								
Internal Communications								
IT - Cybersecurity								
IT - Operations								

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Legal								
Marketing Communication/Branding								
Mergers & Acquisitions								
Operations - General								
Operations - Technical								
Product Management								
Public Relations/External Communications								

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Regulatory issues/Compliance								
Risk Management								
Strategy								
Strategic Partnering								

TOTAL AVERAGE

COUNT (RED)

What conclusions can you draw from these results?

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What are the strongest performing areas?

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What are your weakest performing areas?

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What are 3 action items you can take now that you have this information?

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