



**Presentation on Accountabilities by
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Results and Value-based Accountabilities: Accountability is not a one-dimensional concept, practice or obligation





Where am I accountable?

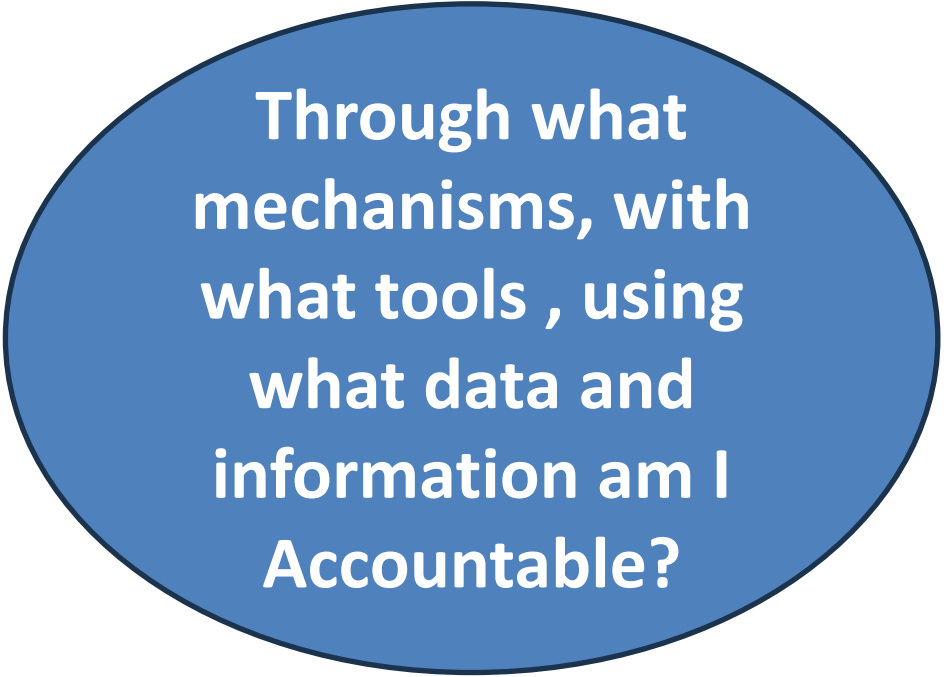
- **Personal accountability:** Within myself (issues of personal integrity): You fail on this you fail on any accountability.
- **Team accountability:** Within the team (issues of participation, collaboration and feedback)
- **Organizational accountability:** Within the organization (issues of communication within and without)
- **Corporate accountability:** Within the Corporate body (issues of coordination, social responsibility)
- **Societal accountability:** With in the Society/community: (issues of community engagement)
- **Government Accountability:** Within government (issue of integrated leadership, governance and government/people relationship)

**For what am I
accountable?**

- **Financial accountability:** Stewardship and utilization of finances
- **Legal accountability:** Respecting & following the laws
- **Administrative accountability:** Following rules regulations, systems procedures, processes
- **Political accountability:** engaging in politics in line with expectations of the people & accepting & facing consequences of political actions
- **Social accountability:** working within expectations of the society: Agreed & Accepted Societal values and principles: You fail on this, you fail on the rest.
- **Effectiveness accountability:** Achieving the set objectives within timelines
- **Efficiency accountability:** Use of resources vis a vis the outputs produced

To whom am I Accountable?

- **To the people**
- **To myself: (Self leadership: the need for integrity)**
- **To the organization**
- **To clients/customers/service users/**
- **To courts of laws**
- **To administrative tribunals**
- **To the future generations**
- **To God/to the gods**
- **To the society**
- **To my bosses**
- **To my professional body (the need to professionalize cadres in the public service)**
- **To my teammates/ colleagues (the need for teamwork)**



Through what
mechanisms, with
what tools , using
what data and
information am I
Accountable?

- **Data**
- **Information**
- **Analytics**
- **Visual tools**
- **Verbal reports**
- **Written reports**
- **Mastery of ICT, things internet including AI**
- **etc**

Treat all Component Accountability

Oversimplification of accountability has been partly responsible for failure in promoting accountabilities in public sector governance, management and administration. The search for an appropriate solution to issues and challenges of accountability is to pass this condensed and fused terminology of accountability through a prism that can break it down into its different colors of

- Legal accountability,**
- Administrative accountability,**
- Financial accountability,**
- Professional accountability,**
- Ethical accountability,**
- Materials accountability,**
- Facilities accountability, time accountability**