# Engaging in a Public Accountability Conversation

**Raj Chawla**

The purpose of this public accountability conversation is to share publically whether you achieved your target or not, learn from the experience and move forward with greater insight to achieve subssequent targets. It is not a "show and tell" or "inquisition" about your work. **This process is designed to reinforce the ownership of the commitment to the population result – as represented by perforamance level target - and illuminate learning and reflection about the work you have done**.

It invites your colleagues to be both accountability and thought partners on the work and what you plan on doing in the future within the context of your results work. It has both quantitative and qualitative elements.

## Getting Ready:

Prepare the data needed to engage in the conversation of accountability and then consider how you will share briefly and concisely whether you have hit your target and what your insights are going forward. Data that is important to share includes:

- Target data – population and/or program level
- Strategy data
- Performance measure data

## Sequence

1. Declare whether you hit the target or not. Then use your data to give a 3-5 minute overview of the following:
   - Name population-level result and targets for work
   - Put your target in context: What kind of a target was it – "how well" and "difference made" measures? And how was it connected to a population target.
   - What did it take to hit (or make progress towards) your target
   - Strategies developed and lessons learned through execution, including what it took to gather performance measure trend data.
   - Partners engaged and in what role, with what contributions.

2. If appropriate, be willing to discuss:

   - What you are learning about being a results leader?
   - How will this learning impact how you will move forward to your next target?

3. After the 3-5 minute overview your colleagues are invited to continue the conversation by:

   - Asking questions, making comments, and observations about your work and your data?
   - Offering hypotheses about your work
   - Supporting your thinking about executing to your next target.