

## Accountability Partners Reflection

A selection process was used to select and connect with accountability partners based on their professional skills in the project area. The process of implementing the changes was successful because all the actions of managers were pre-planned and adjusted with the company's team. In addition, an essential role in the project's success was played by the fact that the changes were carried out based on a survey conducted among employees. This allowed managers to ensure that they were doing only what the employees needed and that the changes would not bring negative consequences.

In order to make sure that all team members have enough time, the accountability team wisely scheduled the meetings. Thus, the calculation was to allocate to each person a limited time in which he must speak. This ensured that all team members could talk about their experiences without depriving others of the time. This principle ensured equality for all employees, which positively impacted the final result.

The feedback received on time from partners from the accountability group indicates that all changes were successful. The partners expressed their satisfaction with the work and noted that experience could be drawn from this for further changes. At the same time, the review also mentions some errors that will be changed in the future. The feedback provided positive reinforcement for suggestions about what actions should be taken to correct the problem.

The feedback sent to the accountability team promptly contained important information to assimilate. The information answered all the questions of the discussion forum and was a positive reinforcement of their thinking. Thus, the feedback aligned with the accountability team's vision of the joint work done. In addition, the paper contained the recognition of some of the ideas proposed by the partners during the discussion. As a result of reading the reports of accountability partners, new knowledge was gained in the form of how to better make changes in the company and implement new corporate ethics.

## Advice to Future DHA 809 Cohorts

The course provides its students with many opportunities for career development and improvement of their professional skills. It will be helpful to listen carefully to him and complete tasks promptly. An essential piece of advice that can be given is the use of imagination when solving problems. Any crisis in the company depends on the fact that some managers do not want to think carefully. Accordingly, creative thinking is an essential component of training and future work.

# Ponderables Essays On Managerial Choicepast Future

**Scott C. Dulebohn**



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