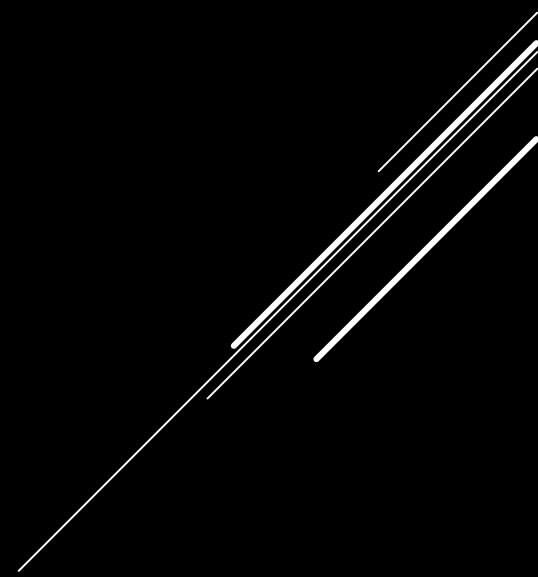





# **AUTHORITY, RESPONSIBILITY, AND ACCOUNTABILITY**



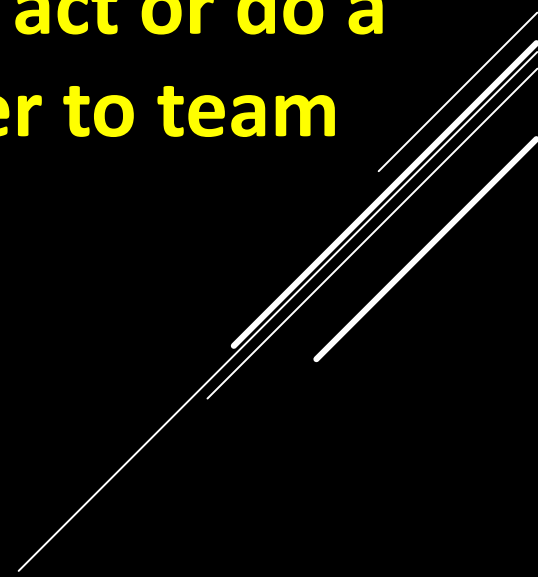
**This lesson explains how authority, responsibility, and accountability play a key role in successful leadership.**



# LESSON OBJECTIVES

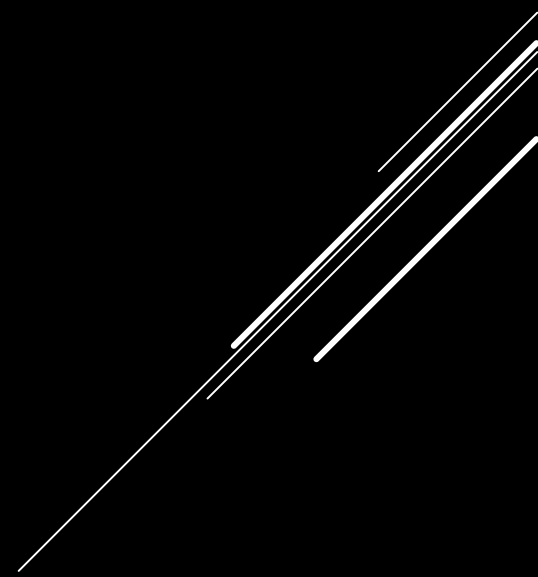
1. **Define** responsibility, authority, and accountability as they relate to leadership.
  2. **Explain** the relationship between responsibility, authority, and accountability.
  3. **Understand** how responsibility, authority, and accountability progress within the MCJROTC.
- 

# Keywords

- ▶ Authority – the legitimate power of a leader to direct individuals to take action within the scope of the leader's position.
  - ▶ Responsibility – the obligation to act or do a task that one must answer for, either to team members or to supervisors.
- 

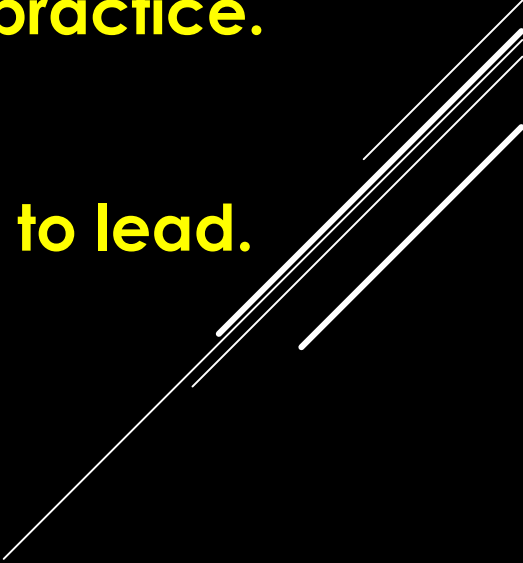
# Keywords

- ▶ Accountability – the reckoning, when leaders must answer for their actions and accept the consequences, good or bad.



# WARM UP QUESTION

How ready are you to lead right now?

- A. Not ready - I need more information and practice.
  - B. Somewhat ready – but I need more practice.
  - C. Ready – but need feedback.
  - D. Very ready – I can teach others how to lead.
- 

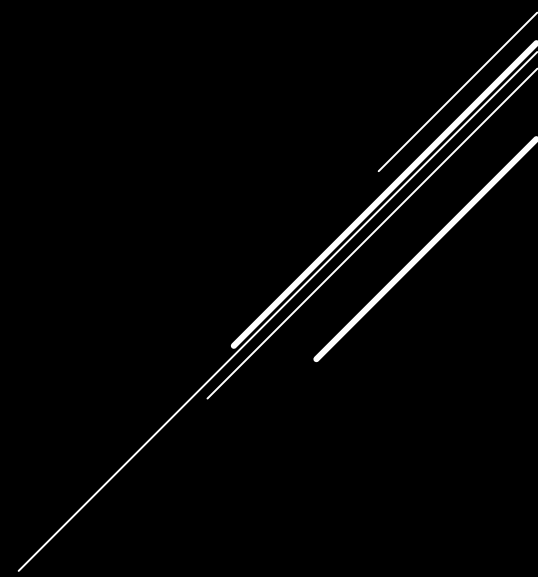
# WARM UP QUESTION

True or False:

Being a good follower and a good leader require VERY different skills and abilities.

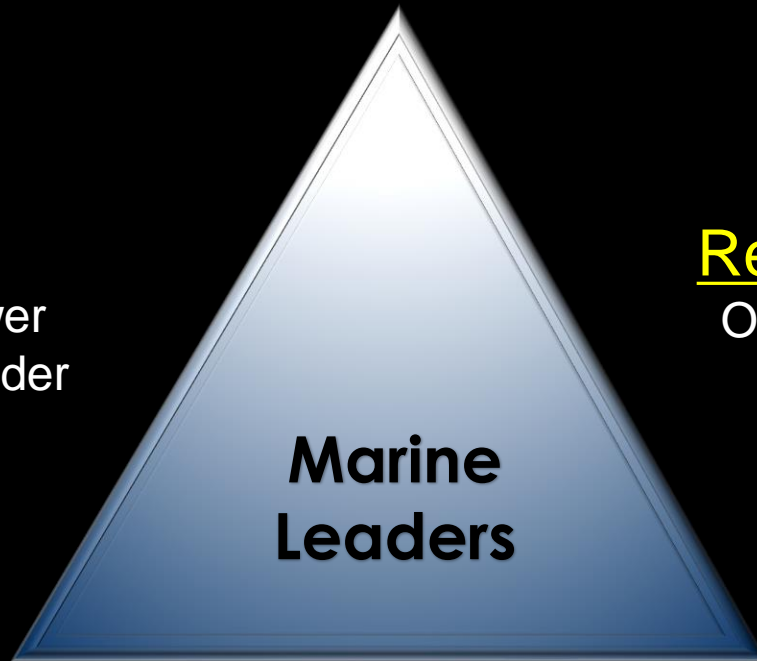
A. True

 B. False



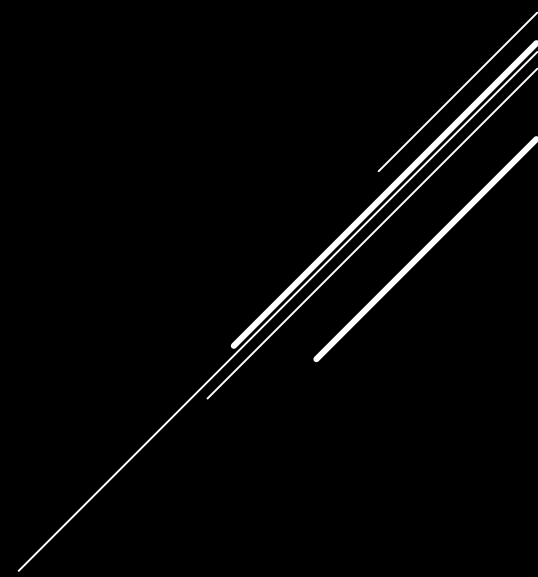
# CORNERSTONES OF MARINE LEADERSHIP

Authority  
Legitimate Power  
invested in a leader



Responsibility  
Obligation to act

Accountability  
Answering for one's actions





# AUTHORITY

- When an individual is given a responsibility, the individual must be given the **degree of authority** to carry out the task.



- All leaders, regardless of their rank, are responsible to exercise their **authority** to accomplish their mission.

# RESPONSIBILITY

## Responsibility includes:

- assigned tasks
- equipment
- cadets
- money
- morale
- leadership



## All Cadets are expected to apply proper influence upon their fellow Cadets:

- Setting examples of obedience, courage, zeal, and neatness

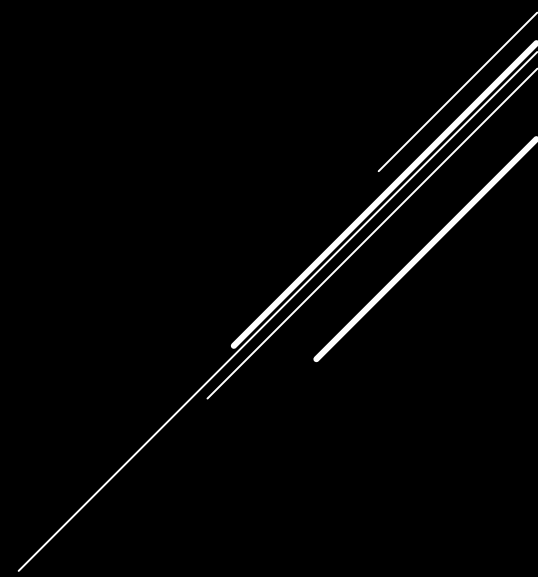
# LESSON QUESTION

True or False:

If a subordinate is given a task, they need to be given the degree of authority to complete the task.

 **A. True**

**B. False**



Abraham Lincoln



Always let your subordinates know that the honor will be all theirs if they succeed and the blame will be yours if they fail.

AZ QUOTES

# ACCOUNTABILITY

- Webster's definition of accountability: “Subject to having to report, explain, or justify; being answerable, responsible.”
- The CORNERSTONE OF LEADERSHIP
- Establishes reasons, motives, and importance for actions in the eyes of your team's leaders and fellow cadets.
  - It is the final ingredient to establishing one's credibility
  - “The buck stops here”
- Accountability results in rewards for good performance and punishment for poor performance.

# ACCOUNTABILITY

- When things go right:

Leaders say, “We did...” “My Marines did...” “My Cadets did...”

- When things go wrong:

Leaders stand up and say, “I made the wrong decision”



# DEVELOPING INDIVIDUALS

How authority, responsibility, and accountability are developed in individuals:

Be **patient** with team members

- Tolerate honest mistakes so that initiative may be developed and valuable lessons learned.
- 

# DEVELOPING INDIVIDUALS

**How authority, responsibility, and accountability are developed in individuals:**

**Provide clear, well-thought out directions**

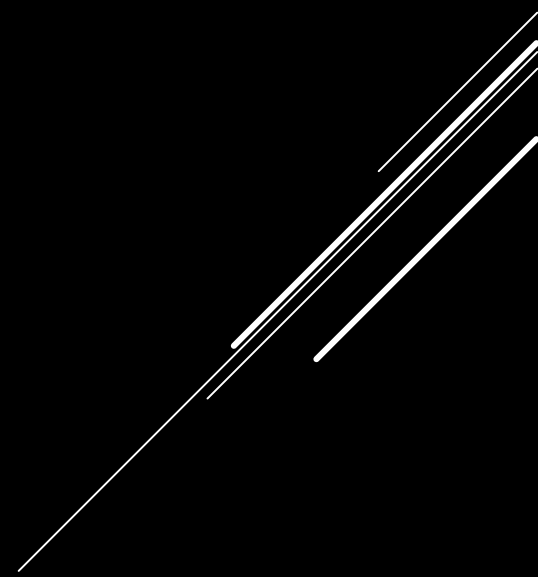
- **Must convey intentions & provide freedom of action**
- 



# DEVELOPING INDIVIDUALS

**How authority, responsibility, and accountability are developed in individuals:**


**Do not micromanage.**



# DEVELOPING INDIVIDUALS

**How authority, responsibility, and accountability are developed in individuals:**

**Let your team know that you are willing to help, but not willing to do their jobs for them.**



# DEVELOPING INDIVIDUALS

**How authority, responsibility, and accountability are developed in individuals:**

**Hold individuals accountable for their actions**

- **Must not waiver in this**
- 

# DEVELOPING INDIVIDUALS

**How authority, responsibility, and accountability are developed in individuals:**

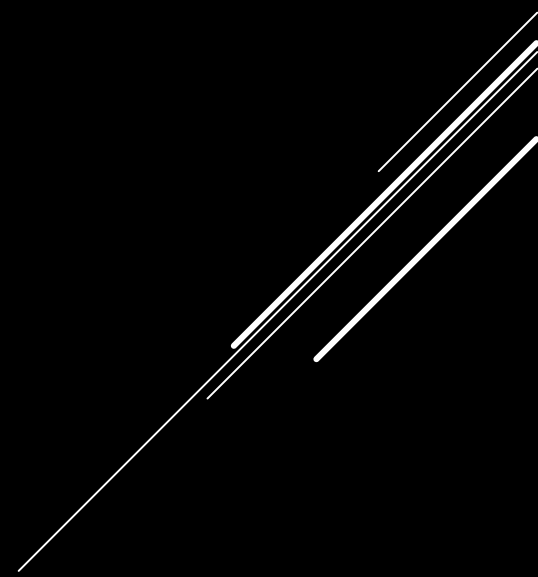
## Develop loyalty

- **Done by establishing & nurturing a climate of trust and confidence.**
- 

# DEVELOPING INDIVIDUALS

**How authority, responsibility, and accountability are developed in individuals:**

**Reward and recognize good work and effort in such a way as to motivate others.**



# DEVELOPING INDIVIDUALS

**How authority, responsibility, and accountability are developed in individuals:**

**Always view successes in terms of unit accomplishment**

**Encourage teamwork and identity with teams, squad, & platoon.**

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# DEVELOPING INDIVIDUALS

**How authority, responsibility, and accountability are developed in individuals:**

**Maintain the integrity\* of your unit when assigning tasks or establishing goals.**

*\* The quality or condition of being whole or undivided; completeness.*



# DEVELOPING INDIVIDUALS

**How authority, responsibility, and accountability are developed in individuals:**

**Anticipate the needs of your fellow cadets.**

**Ensure they have confidence in your ability to take care of them.**

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$$R = A + A$$

- There is an inherent relationship between responsibility, authority, and accountability.
- **Responsibility = Authority + Accountability**
- As you progress in MCJROTC, your responsibilities will **increase**.
  - *You will earn positions of authority, which means you will be accountable for those positions.*

# LESSON QUESTION

How are authority, responsibility, and accountability developed in individuals?

A. Punish good work

 B. Anticipate the needs of fellow cadets

C. Provide vague directions

D. All of the above



# AUTHORITY, RESPONSIBILITY & ACCOUNTABILITY SCENARIO #1

You are the platoon sergeant for your platoon. During lunch, you see a fellow cadet in Kum & Go who is wearing his uniform improperly.

- What action should you take?
- What authority do you have?



# AUTHORITY, RESPONSIBILITY & ACCOUNTABILITY SCENARIO #2

You are a squad leader and you notice that one of your team members is having trouble executing basic drill movements. The rest of your squad members have mastered the movements and are ready to move to something else.

- What action should you take?
- What responsibility do you have?



# AUTHORITY, RESPONSIBILITY & ACCOUNTABILITY SCENARIO #3

You are a member of the Physical Fitness team that will be competing in a PT competition all day Saturday. However, your best friend just got two tickets to a sold out concert that you want to attend.

- What action should you take?
- How does accountability apply to this scenario?



**QUESTIONS?**

