

free guide

NEW • NEW • NEW • NEW • NEW



**Build
accountable
teams with
these 5
*proven steps!***

**AND FINALLY MAKE
SELF-MANAGEMENT
WORK**

Hello there!



Think that the whole
'empowered and self-managing
teams' thing is just another
pretty story that never
delivered?

You stepped back to let your
team self-manage, but when
you asked for progress, you
were told "that's not Agile" and
suddenly, you're the
micromanager.

The Result?

You're walking on eggshells,
unsure what to ask without
'breaking Agile'.

On the edge of throwing in the
towel? Don't!

I've coached leaders who start
shifting accountability to their
teams in just 5 proven steps.

At the end of the guide you'll
find two simple actions that will
help you START TODAY!

Read on.

Red Flags

showing you that your team isn't self-managing (yet).

- Constant escalation.
- Decisions stall or bounce back to you.
- People say "That's not my job".
- Everyone's busy, but nothing moves forward.
- The team avoids accountability conversations.

If you see 2 or more of these, you're not dealing with a self-managing team.



2 Core Problems

No Clear Boundaries For Decision Making

Self-management assumes decision-making power. But what decisions are the teams actually allowed to make?

In most organisations, no one has defined that clearly. So teams guess. When they overstep, they get burned.

And the result?
They stop deciding. Wait.
Escalate everything.

And leaders' inbox explode.

Not All Employees Act Like Responsible Adults

Self-management only works if people take ownership. But are your people ready to do that?

Not everyone can take that step right away. Years of micro-management have trained many to play it safe, follow orders, and avoid blame.

If people are not acting like responsible adults, you can't flip a switch and expect high accountability.

You need to take a step back.

“

Want to shift
accountability to your
team without falling into
micromanagement or
losing control?

5 Proven Steps That Work

1 Define The Boundaries - Fuzzy Boundaries Kill Momentum

- What decisions can the team make alone?
- Where do they need input or approval?
- Make it crystal clear to prevent confusion and escalation.

2 Clarify Accountability

- Who owns what? What's expected of each role or person?
- Don't assume people know. Spell it out.
- Write it down and make ownership public and transparent.

3 Know Your People

- Are your people ready - willing - able - to accept accountability?
- Self-management only works when people act like responsible adults.
- If they've been micromanaged for years, you'll need to rebuild trust and *responsibility first - before they can take on accountability.*

4 Take An Iterative Approach

- Help people build responsibility before asking them to fully own it.
- Give them manageable assignments with clear results and expectations.
- As a leader focus on outcomes—not tasks—and give space for self-management to emerge.

5 Stay Connected - You Still Need To Lead

- Coach along the way. Ask: *"What feels unclear?"*. *"What support do you need?"*. *"Where do you hesitate to act?"*
- Evaluate. Give clear feedback to help them grow.
- Repeat the cycle with another assignment.



2 Actions To Start With - Today!

Talk to the people one-on-one. Ask:

- ✓ Where do you feel unclear about your responsibilities?
- ✓ What'd make it easier for your to take responsibility?
- ✓ Is there anything getting in your way right now?
- ✓ What's one thing I should know about what's hard in your role?
- ✓ Do you feel trusted? Why or why not?

Talk to your teams. Ask:

- ✓ Who owns what right now and is that clear to all?
- ✓ What decisions are yours to make?
- ✓ Where do you hesitate, escalate or stall?
- ✓ Do you have the tools and support you need?
- ✓ What else do you need from leadership to grow into responsibility?

Revisit this regularly and watch self-management grow, escalations decline and trust flourish.

Ready To Bring It Further?

If this guide hit home let's take the next step. I run hands-on workshops for leadership teams who are done with the fluff and ready to build the foundations their teams need to perform.

Let's talk,
Slavica



GET IN TOUCH



+31 6 300 693 49



info@facilitagent.com



www.facilitagent.com

Follow For More



“

Self-management doesn't happen overnight and it only works when it's balanced with clarity and accountability.