

LEAD Time

The logo for 'LEAD Time' features the word 'LEAD' in large, bold, black capital letters. The letter 'A' is replaced by a grey triangle containing a white path that winds upwards. Along this path, the words 'RESPECT', 'DUTY', and 'INTEGRITY' are written in small, white, capital letters. To the right of 'LEAD' is the word 'Time' in a large, bold, black, sans-serif font.

Peer Accountability

Leaders create teams in which team members hold each other accountable. More than any system of reward and discipline, more than any policy, the commitment to respect teammates and peers and the unwillingness to let them down represents the most effective means of accountability.

Peer accountability is an outgrowth of trust, respect and commitment. We set the example by demonstrating that team members can hold us accountable, encouraging them to give us feedback on our own performance in meeting stated goals.

Accountability to self and peers challenges team members to improve beyond perceived personal limitations and is often a catalyst to achieving personal breakthroughs.

Discussion Points:

- What expectations do you have as a team? As an individual?
- How does your team address unmet expectations?
- Can you share an example of when you exceeded perceived personal limits for the sake of your peers?
- What is the leader's role in a culture where peer accountability exists?
- What is meant by the term "constructive feedback"?

References:

[Wildland Fire Leadership Development Program](#)

[Leading In the Wildland Fire Service](#)

[2014 Wildland Fire Leadership Campaign – The Resilient Team](#)

“Overcoming the Five Dysfunctions of a Team” by Patrick Lencioni