

Foster a Culture of Accountability


(CoA) with TPP World!

Culture of Accountability(CoA) is the key **driving force for business growth**. It enables the organisation to achieve more than 20 per cent of sales revenue and gain more than 10 per cent profitability (PBT). People are not only responsible for the work, but are held accountable for delivering business results in line with set targets and objectives. **Our focus extends to long-term sustainability and advancement.**


People are the key differentiator in overall business growth in this competitive age. While we can acquire other resources, cultivating and nurturing a competent team is paramount. Accountability must permeate across all levels and age groups within the organization. Total People Productivity Pvt. Ltd.(TPP World), a Delhi-based business consulting and people development firm, has **developed the model and approaches for hierarchy and age-based culture of accountability**. As we grow in hierarchy and age, the level of accountability goes up.

At TPP World, we believe in the **power of ownership and accountability to drive growth and success**. Join us in cultivating a culture where seeing, doing, solving, and owning are the cornerstones of achievement.


Why Accountability Matters:



Ownership is accountability:
Take charge and be
responsible for
your actions.



Accountability
transcends physical
presence; it's about true
ownership.



Accountability is hierarchical
and age-based, shaping
responsibilities at
every level.



Hierarchy-Based Accountability:



Business Leaders
(Accountable for profit & business growth.)



Functional Leaders
Responsible for winning stakeholders' trust.



Sectional Leaders
Accountable for product and service delivery.



Front Line Team Leaders
Responsible for productivity, quality, cost, & delivery.



Front Line Team Members
Accountable for production & service excellence.



Age-Based Accountability:

- **18-25** : Givers
- **26-35** : Receivers
- **36-45** : Transformers
- **46-55** : Business leaders/Entrepreneurs
- **55+** : Mentors and coaches

This is TPP World's field research-driven initiative. Individuals aged 35 years and above are recognized as the transformers.



PEOPLE PROGRAMMING

Individual development:
Enhance technical skills & wisdom.

Leadership development:
Lead by example & foster accountability.

Culture building:
Instill a culture of accountability
organization-wide.

TPP WORLD'S CONTRIBUTION

We're committed to developing a culture of accountability through People Alignment and People Programming.

PEOPLE ALIGNMENT

Target setting and review:
Set clear targets & achieve results.

Manpower Planning & Deployment:
Deploy resources effectively.

Role clarity:
Define roles and responsibilities for
enhanced performance.

TPP World Success Stories:

Learn from our success stories, such as our collaboration with a major mining and processing industry. Our partnership showcased how fostering a culture of accountability enabled robust teamwork and yielded remarkable outcomes. By implementing accountability practices among maintenance teams, we empowered over 1200 members to efficiently manage machinery, resulting in streamlined plant operations. Despite significant breakdowns and losses, our teams swiftly restored operations to optimal levels, minimizing downtime. This success underscores our commitment to cultivating a culture of accountability and achieving exceptional results.



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Developing Ordinary People for Work