	LEADERSHIP	GOVERNANCE	ACCOUNTABILITY
What is it?	Understands and communicates project objectives.	Manages and makes decisions through a formal process.	Holds all parties accountable for project deliverables.
Symptoms of Issues	• Confusion on why the initiative is being done • Unclear benefits for the organization	• Multiple "owners" per process (or no owner) • Decision making process is painful, unclear, or excessively slow	• Project schedule is consistently delayed • Inconsistent/unmet project quality against set requirements
Recommended Actions	• Confirm objectives and outcomes. • Ensure strategy alignment with goals. • Drive project team engagement • Active monitoring of progress and outcomes	• Define decision making process/decision makers • Identify all project roles, responsibilities, and ownership • Establish project operational processes	• Ensure adherence to project standards. • Ensure timely task completion. • Monitor/maintain budgets and timelines • Confirm quality

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