People: Function Accountability Chart (FACe)

SCALING UP
A GAZELLES COMPANY

1. Name the person accountable for each function.
2. Ask the four questions at the bottom of the page re: whose name(s) you listed for each function.
3. List Key Performance Indicators (KPI's) for each function.
4. Take your Profit and Loss (P/L), Balance Sheet (B/S) and Cash Flow accounting statements and assign a person to each line item, then derive appropriate results/outcomes for each function.

Functions	1 Person Accountable	3 Leading Indicators *(Key Performance Indicators)*	4 Results/Outcomes *(P/L or B/S Items)*

2 **Identify**:
1. More than one person in a seat **2.** Person in more than one seat **3.** Empty Seats **4.** Enthusiastically Rehire?