PMP ACCOUNTABILITY COVENANT

Foundational Leadership Document for all organizations

Preamble

We affirm that performance excellence requires integrity in leadership. We therefore adopt the this Accountability Structure as a guiding philosophy, operating system, and cultural doctrine.

We believe that:

- Commitments are sacred.
- Clarity is kindness.
- Avoidance erodes trust.
- Accountability, paired with support, produces growth.

This covenant governs how we lead, decide, delegate, and follow through.

Article I: Commitment Integrity

1. All commitments must be:
    - Specific
    - Owned by a named individual
    - Time-bound
    - Measurable where possible
2. No commitment is considered complete without visible confirmation.
3. Leaders will not make promises they do not intend to keep.

Article II: Alignment of Authority and Responsibility

1. Responsibility must be matched with:
    - Adequate authority
    - Clear expectations
    - Identified support

2. Leaders may not hold individuals accountable for outcomes outside their control.
3. Barriers must be surfaced early—not after failure.

Article III: Structured Follow-Through

1. All major commitments will have:
    - A review date
    - A reporting mechanism
    - A documented outcome
2. Missed commitments require:
    - Clarification of cause
    - A revised action plan
    - A recommitment timeline
3. Patterns of avoidance will be addressed directly and respectfully.

Article IV: Leadership Conduct

Our Leaders commit to:

- Confront drift early.
- Avoid rescuing without ownership.
- Apply standards consistently.
- Receive accountability without defensiveness.
- Model integrity for the rest of the organization.

Accountability applies upward, downward, and laterally.

Article V: Cultural Non-Negotiables

At _____:

- Silence does not equal agreement.
- Unaddressed drift is not acceptable.
- Integrity outranks comfort.
- Support accompanies expectation.
- Chronic non-ownership is incompatible with leadership.

Ratification Statement

By serving in a leadership capacity, individuals affirm their agreement to uphold this covenant and to steward the integrity of our mission.

This document can be placed in:

- Board governance manual
- Leadership contracts
- Founding documents

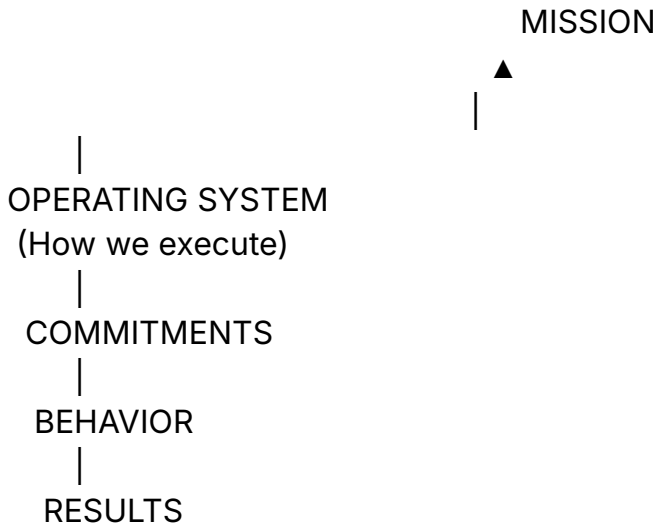
2️⃣ PMP Accountability Visual Framework

(Board Presentation Model)

Here is a clean conceptual model you can place on a slide or in a handbook

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The PMP Integrity Triangle



Explanation for Presentation

Philosophy
Defines why accountability matters: dignity, integrity, mission.

Doctrine
Defines what we will and will not tolerate culturally.

Operating System
Defines how commitments are structured, tracked, and reviewed.

When aligned →
Mission is protected.

When misaligned →
Standards decay quietly.

The PMP Accountability Cycle (Operational Slide)

1. Clarify Commitment
↓
2. Align Authority & Support
↓
3. Create Visibility
↓
4. Review & Respond
↺ (Recommit if necessary)

Simple Board-Level Graphic (Clean Version)

Promise → Ownership → Visibility → Follow-Through → Trust

Trust is the cumulative outcome of honored commitments.

Strategic Advice for Rollout

When you present this to your board:

Do NOT frame it as control.

Frame it as:

- Mission protection
- Cultural integrity
- Adult modeling for children
- Safeguard against drift in early years

The tone determines acceptance.