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How Did That Happen? Summary is a book-length explanation of how “Accountability Sequence Model” patented by Roger Connors and Tom Smith works in practice. In a nutshell: the idea is to learn how, instead of blaming people for not meeting the expectations, communicate the expectations better.

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The book “How Did That Happen?: Holding People Accountable for Results the Positive, Principled Way” by Roger Connors and Tom Smith provides an elaborate analysis of the idea of accountability that should be present in every organization.

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Results the Positive, Principled Way is an insightful leadership book that offers a positive and principled way of holding others accountable to deliver on Key Expectations. Throughout the book, workplace accountability and culture change thought leaders, Roger Connors and Tom Smith, explore a methodology for holding others accountable in a proven and time-tested manner that improves morale and produces results.

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How Did That Happen provides a framework for setting expectations and then holding people accountable. The first half focuses on four stages of goal setting: - FORM goals (Frame them, make them Obtainable, make them easy to Repeat, and make them Measurable)

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How Did That Happen? offers a proven way to eliminate

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these nasty surprises, gain an unbeatable competitive edge, and enhance performance by holding others accountable the positive, principled way.

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