

Date: 16 May 2024

Luleka Jakeni, Campbell Collections

REACHt: A for Accountability

Thank you for granting me the opportunity to share my insight about the value of accountability from our REACHt principle. I would like to first define what the word Accountability means. Generally accountability means: the commitment & acceptance of responsibility for one's own actions. Which is; the state of being responsible for what you do and able to give a satisfactory reason for it, or the degree to which it happens. I would like to highlight that there is a very thin line between responsibility and accountability. Responsibility relates to performing a task and project, which more than one person can share. However accountability refers to what happens during or after the completion of the task, and this is usually tied up to an individual. For example My responsibility at the library is to manage, delegate and support a section with the help of my colleagues, however I am accountable for the functioning & performance of my section.

Accountability in the workplace indicates that all employees are responsible for their actions, behaviors, performance and decisions. It's recognizing that other team members and the company performance depends on the results of your work. It is a vital component in the workplace for employees at all levels, and learning to be accountable can help create an atmosphere of trust & ownership. Libraries play a crucial role in supporting the University vision. They provide access to information, facilitate research and create a harmonious atmosphere among students and faculties. This then demands a lot of accountability from the library.

Accountability in the Library is essential because it:

- Strengthens transparency between employees, management and researchers.
- Encourages and supports University vision in the workplace
- Help develop more effective teamwork and collaboration.
- Increases job satisfaction and recognition at work
- Promotes better working relationships among staff

How can we show accountability in the Library

- Completing tasks that have been assigned to us within the timeline agreed on.
- By being responsible for the success of our sections.
- When you schedule meetings, respect everyone else's time by showing up prepared and on time (and expect that others do too).
- By taking ownership over the problems that we flag, with coming to the table with solutions too.
- By being honest and consistent on what we are tasked to do.

- Be accountable for those you manage and communicate with your team.
- Lead by example hold yourself accountable first.
- Set team & sectional goals.
- Create an environment of a two way communication.

My final thoughts: I believe accountability is one of the greatest value one could have, not only in professionally, it could add a big value to one's character. If we could learn and practice accountability with our loved ones, our colleagues and community, I believe that we could make our country or world a better place. Thank you.