

Too Many Boxes.

In 2017, our EOS Implementer pulled up a blank Accountability Chart and started filling in boxes. By the end, my name was in almost every one. It wasn't pride — it was a burnout plan with my name on it.



9

BOXES, ONE NAME

1 yr

TO CLIMB BACK OUT

0

CLEAR LINES HELD

If you're an Integrator, you know the feeling. You think being the glue means catching everything everyone else drops. The truth: the value is being the glue that holds *accountability* together — not the glue that holds the work.

"One person in nine boxes isn't an Accountability Chart. It's a bottleneck with a name on it — and it caps how far the whole company can go."

Different businesses, same issue. Hand in everything, no clear line around what's theirs, everyone else getting support they never gave themselves. Sometimes the integrator isn't personally in every box — it's their team learning to hand problems *up* instead of owning them, because that's the model they were shown.



TRUTH 01

You are not the chart.

The Accountability Chart isn't a résumé of everything you can hold or a scoreboard of your loyalty. It's a map of the seats the business needs — drawn for the company, not for you.



TRUTH 02

Delegate and elevate.

The chart exists to show you everywhere you, the integrator, shouldn't be. Read it as a delegation list, not a job description — every box with your name is a seat waiting for its real owner.

A field playbook

HONEST → HUMAN → MATH



01

Get honest before strategic

Right Person / Right Seat before the exit plan. You can't delegate what you haven't admitted you're holding.



02

GWC your employees

Get it. Want it. Capacity. If someone's a "no" on capacity, no training changes that — ever.



03

Run the dollar-value math

What you're worth at your highest-value work vs. sitting in twelve boxes. The gap makes the decision.

A YEAR LATER

A whole new world. *Liberating.* Finally, my superpower.

You're the integrator. You have permission.

What's stopping you?