ACCOUNTABILITY IN GRC

Community Poll Results

FINAL RESULTS | 41 RESPONSES

86% of respondents identified **ROLE OVERLAP or UNCLEAR DECISION AUTHORITY**

as the biggest reason accountability becomes unclear in GRC.

49% — **ROLES OVERLAP**
Responsibilities intersect without clear ownership.

37% — **DECISION AUTHORITY IS UNCLEAR**
Ownership exists, but authority to decide or act is uncertain.

10% — **TOO MANY OWNERS / COMMITTEES**
Ownership may become diffuse when too many parties appear accountable.

5% — **ESCALATION PATHS ARE UNCLEAR**
Escalation may be a downstream symptom of more fundamental ownership gaps.

What We Learned

1. Role boundaries and decision rights need to be aligned - not treated as separate accountability questions.
2. A small percentage independently answered “all of the above,” suggesting interconnected causes rather than one isolated failure.
3. Clear accountability requires alignment between responsibility, ultimate ownership, decision authority, and resources.

THE ACTIONABLE INSIGHT

One practical test you can use immediately

THE ACCOUNTABILITY TEST

Choose one critical GRC activity, control, or outcome in your organization.

01 **WHO is the ONE person ultimately accountable for the outcome?**

02 **Does that person have the AUTHORITY and the RESOURCES to make the decisions necessary to deliver it?**

03 **Where do responsibilities OVERLAP - or remain SILOED where coordination is needed?**

DO NOT ASSUME OVERLAP IS BAD OR SEPARATION IS GOOD.

Many responsibilities need to intersect in an integrated GRC environment. The concern is unnecessary duplication, ambiguous ownership, or separation that creates silos and missed dependencies.

Community Takeaway

Accountability is not established simply by assigning responsibility.

For a critical GRC outcome, identify who ultimately owns it, confirm that they have the authority and resources to deliver it, and examine whether the responsibilities around them are appropriately integrated.