



## **Building a Culture of Accountability**

*A leader's guide for optimizing team engagement and impact*

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### **Overview:**

Today's rapid pace of business has produced an unparalleled opportunity for all employees to expand their leadership influence and impact. A key factor in being able to seize this opportunity is each person's capacity to demonstrate personal accountability and true leadership regardless of role, title or function. While many organizations today invest significant resources trying to foster a culture of accountability, few ever fully achieve this pinnacle of organizational effectiveness. Often, a key barrier involves the gap between desired behaviors and acceptable behaviors. The ***Building a Culture of Accountability*** program provides a systematic way to overcome this and other common barriers by focusing on a 4-phase accountability continuum which includes; Role Clarity, Purpose, Ownership and Behavior. When linked, this continuum allows employees at all levels to make significant progress with moving tasks forward to achieve a higher level of job impact and job satisfaction.

The content and activities in this program help leaders to develop skills that foster an acceptance of responsibility, build self-empowerment and create a deeper personal leadership mindset that enhances team engagement and impact.

### **Core Contents:**

- Creating an Accountability Context
- Exploring the Accountability Continuum
- Examining the job satisfaction / personal leadership link to Accountability
- Understanding behavioral norms and their implications
- Taking your Accountability pulse – The Navigator Inventory 2.0
- Overcoming barriers to Accountability
- Sparking the Accountability conversation

### **Learning Objectives:**

- Create a context for understanding the four workplace behaviors (Navigator Model)
- Discover and seize the leadership opportunity
- Explore the link between behavior, morale, engagement and results
- Create a context and baseline for leadership accountability
- Develop strategies for garnering executive ownership
- Create the human link to organizational objectives
- Develop a specific action plan for creating an accountability culture