Building a Culture of Accountability

A leader's guide for optimizing team engagement and impact

3-hour Delivery Format

Overview:

At every level of every organization, projects begin, tasks are assigned, efforts are made and deadlines are met - or missed. Directions are given but not always understood. Deliverables are promised but not always delivered and agreements are made but not always followed. It's not really any one person's fault, it's just part of how people fail to communicate in a specific and deliberate manner about the tasks they assign or accept. The ***Building a Culture of Accountability*** program provides a systematic way to overcome these common barriers by focusing on a 4-phase accountability continuum which includes; Role Clarity, Purpose, Ownership and Behavior. When linked to mutual understanding, this cycle allows employees at all levels to make significant progress with moving tasks forward to achieve a higher level of job impact, job satisfaction and organizational success. Additionally, the workshop includes a range of group brainstorm activities which are designed to enhance immediate skill application opportunities.

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 Account**a**bility Context
- Exploring the Accountability Continuum
- Examining the job satisfaction / personal leadership link to Accountability
- Understanding behavioral norms and their implications (Navigator Model)
- Taking your Accountability pulse – The Navigator Inventory 2.0
- Overcoming barriers to Accountability
- Sparking the Accountability conversation

Learning Objectives:

- Creating a context, understanding the four workplace behaviors
- Discovering and seizing the leadership opportunity
- Explore the link between behavior, morale, engagement and results
- Create a context and baseline for leadership accountability
- Develop strategies for garnering leadership and team ownership
- Create the human link to organizational objectives and outcomes
- Develop a specific action plan for creating a culture of accountability

Recommended Pre-work: *Sparking the Accountability Conversation* article