



Building a Culture of Accountability – Organizational Roadmap

Program / Service	Audience	Timeframe	Outcomes
Formal Needs Assessment	Executive Team	Year One	Define project parameters and metrics to ensure culture alignment
Customized 3-hour Accountability workshop	Senior Leadership Team	Year One	Build clarity and consensus around a shared leadership formula
Customized 3-hour Accountability workshop	Tier 2 and 3 Leaders	Year One	Build clarity and consensus around a shared leadership formula
Discovering Your Role in Creating a Fantastic Workplace presentation	All employees	Year One	Introduce Accountability model to broader employee population and build a baseline for measuring accountability
Building an Accountability Mindset workshop	All non-leadership personnel	Year One	Expand Accountability capacity across levels and functions Link accountability to job satisfaction
Accountability Mindset Workshop Debrief session	Senior Leadership team	Year One	Provide insight into potential employee barriers and define corresponding solutions
Optional Engagement Survey	All Employees	End of Year One	Design, administer, analyze and debrief with leadership action plan to gauge current state and project impact to date
4, Foundations of Leadership Modules Delivered on a quarterly basis	Tier 2 and 3 Leaders	Year Two	Build clarity around best practice leadership skills while helping to expand leadership influence and impact
Launch Leadership Advisory Council	3 to 5 Leadership Role Models	Year Two	Build momentum and support for leadership learning in year 2 and 3
2, Customized Leadership Workshops	Senior Leadership Team	Year Two	Expand leadership clarity, influence and impact
Future Focus Strategy Development	Executive Team	End of Year Two	Create 6 and 12 month development roadmap with key metrics and milestones

The above sample roadmap represents a proven framework that has been utilized in both for-profit and non-profit sectors with meaningful and measurable results. Project metrics include but are not limited to, Retention / turnover rates, the percentage of employees who complete their introductory period, the percentage of employees who are still employed at year 2, year 3 and year 5, absenteeism numbers, participation in the training programs and all related support resources and participation in the engagement survey and related outcomes. We invite you to contact us to schedule a no-cost, no-obligation conversation to explore how we can help you build a culture of accountability.