



Accountable Leadership

This eight-hour course, *Accountable Leadership*, provides advanced leadership training to experienced leaders. The course focuses on accountability as the framework to build a successful leadership approach. Participants learn about both personal and organizational accountability while gaining tools to improve the implementation of decisions and plans. The overarching course goal is to learn how to best create and nurture a high performance culture, beginning with enhanced personal accountability. A strong theoretical framework is taught with key models; assessments and activities used to apply the concepts. Participants are encouraged to use course time to reflect upon and plan action steps to improve actual current situations.

PROGRAM OBJECTIVES:

This course uses a highly interactive teaching style, combining discussions of relevant theory and principles with assessments and practice simulations to create a rich and engaging learning environment to:

- Improve your ability to build a performance-based culture
- Gain insight into how to increase your success by increasing your accountability
- Discover your own traps and excuses
- Plan how to increase your personal accountability
- Learn methods, processes and tools to improve the implementation of important projects and decisions

COURSE CONTENT:

Accountability Definitions: working definitions of both accountability and implementation

Accountable Leaders: a list of To Do's to model accountability

Accountability = Business Results: why accountability is a relevant topic

Accountability Culture: how Intention, Behavior and Results are involved

Accountability Comfort Zone: Comfort Zone vs. Punishment Zone

An Accountability Model: review of the Victim and Accountability loops

Accountability Self-Assessment: exploration of traps and excuses

Levels of Accountability: Entitlement to Organization Accountability

Hierarchy and Accountability: tops, middles and bottoms

Accountability Scenarios: practice scenarios using the Accountability Model

Accountability Contract: using a template to improve the stated accountability