



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 over-arching 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 situations.

Program Objectives:

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

Course Overview:

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.

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. Safety 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:** range from Entitlement to complete Organization Accountability
- **Hierarchy and Accountability:** tops, middles and bottoms and how accountability shows up
- **Accountability Scenarios:** practice scenarios using the Accountability Model
- **Accountability Contract:** template for clarifying and increasing commitment to action