



## Objective Accountability Program™

- ***How do you execute your company's vision and align your teams in the same direction?***
- ***How do you capture the energy and passion of your employees to drive the results you want?***
- ***How do you measure accountability and track progress?***

The Objective Accountability Program (OAP) is a multi-phased process that creates a sustainable productivity culture in support of short and long-term strategic objectives.

This interactive, customized approach will formalize your vision and establish a structure for accountability throughout your company. Set apart from other strategic plan processes, McGhee's program focuses on values and objectives, elevating the integrity of your business. It is tactical and sustainable, including implementation and tracking processes for real results in real time. It aligns staff and leadership, drives the execution of your strategy with purpose, helps orient new employees quickly, and establishes a model for sustainability.

The OAP fully utilizes the expertise of McGhee Consultants to guide you through a four-phase process beginning with preparing your leadership and organization for change, creating strategic action and accountability programs, and implementing these programs across all functions and levels. It includes a series of planning sessions and workshops, supported by Microsoft Office™ Technologies and McGhee methods and protocols and supplemented with ongoing training, coaching, and course correcting.

Whether you have a fully-developed strategy process, a strategic plan requiring implementation or a need to formalize your business roadmap, McGhee's Objective Accountability Program (OAP) offers tremendous return on investment. The program is rooted in McGhee's proven individual productivity methods which incorporate objectives into daily and weekly work plans.

Clients who utilize the OAP will dramatically elevate their organizational productivity. Everyone will not only understand the overall strategy and their role in executing it, but also how it translates into their objectives and how they will be measured against them. You will have processes in place to implement the plan across multiple levels and departments, track overall progress over time, and sustain the program year after year.

Improved business performance, higher employee satisfaction, clearer internal communication and a culture that creates results instead of reacting to them -- benefits you can expect with McGhee Productivity Solutions Objective Accountability Program (OAP).

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### Program Outline

**Phase 1: Preparing Leadership for Change** - An internal Executive Sponsor positions the Objective Accountability Program (OAP) for the Leadership Team. Through a series of communications, interviews, and productivity seminars, individual's performance increases so that each person in the Leadership Team is demonstrating and leading in the area of productivity, work/life balance, and improved results.

- Executive team readiness
- Executive coaching session #1
- Organization messaging

**Phase 2: Creating the Strategic Team Plan (STP)** - The Leadership Team works with McGhee Executive Consultants to create a one-year Strategic Team Plan based on the organization's three and five-year objectives ensuring that everyone on the Leadership Team has a very clear direction and focus for the upcoming year based on longer-term goals. The plan is created by the Leadership Team so they are in alignment with, excited by, and accountable for the plan and its results.

- Preparing leadership for the STP
- Preparing the STP formalized draft
- STP off-site session
  - Completing the prior year
  - Creating context for the new year
  - Completing the STP
- Executive coaching session #2

**Phase 3: Creating the Accountability Program (AP)** - The Leadership Team works with McGhee Executive Consultants to create a process for holding the Leadership Team and each individual contributor accountable on an ongoing basis with systems that support their commitment to the Strategic Team Plan throughout the year. This creates a sustainable culture of alignment, focus, integrity, and accountability.

- Preparing the AR formalized draft
- Executive coaching session #3
- AR off-site session
  - Creating structures and systems to support individual and team accountability
  - Implementing accountability calendar with weekly, monthly, and quarterly reviews
  - Developing metric, reporting, and reference files
  - Learning and deployment of accountable communication

**Phase 4: Implementing the Sustainability Program** - The Leadership Team and an internal sponsor are guided by McGhee Executive Consultants to implement the STP and AP throughout the organization, allowing all divisions to create and implement their own Strategic Team Plans. Because the OAP is built into the management structure and process of the company, everyone is held accountable for competing the plan and, where appropriate, has the opportunity to renegotiate, disengage or delegate parts of the plan. This creates powerful individual, team, and organizational alignment that increases performance, values, and work/life balance. Though this cascading process, all employees are focused on completing actions that support the company's Mission Statement, Values, long-term goals, and their own Meaningful Objectives.

- Selecting an internal sponsor to drive organizational readiness
- Creating steps to cascade the STP and AP throughout the organization
- Implementing metrics, reporting, and reference files
- Implementing accountability calendar and schedule weekly, monthly, and quarterly review meetings
- Identify on-going services and products to support progress