



Accountability Program

What is the Accountability Program?

McGhee Productivity Solutions' Accountability Program works in tandem with either an intact annual strategic team plan or MPS' Alignment Program to ensure proactive execution. This program puts an accountability system into place to ensure that annual goals are consistently being achieved. Managers and leaders will learn a proven system to empower their staff to initiate and participate fully in accountability conversations, while staying on track with their objectives. Throughout the year, staff will report on progress weekly, monthly, and quarterly using this objective system to stay accountable to goals, enabling them to focus on their priorities rather than interruptions and inconsequential projects. Leadership will have a structure to make real-time course corrections to achieve their most critical meaningful objectives.

The Accountability Program is a three-phase process. Interviews can be conducted with colleagues prior to the seminar to ensure participants are getting an outside-view on how to be their most accountable. In the first phase, an MPS facilitator spends 2 hours with stakeholders identifying the best way to prepare the team for the program, and 2-4 hours aligning with leaders on customizations. In the second phase, a 1-2 day off-site retreat is completed where the team collaborates and aligns. The final phase is sustainability, which includes quarterly coaching sessions and access to Online Learning.

Key Issues Addressed

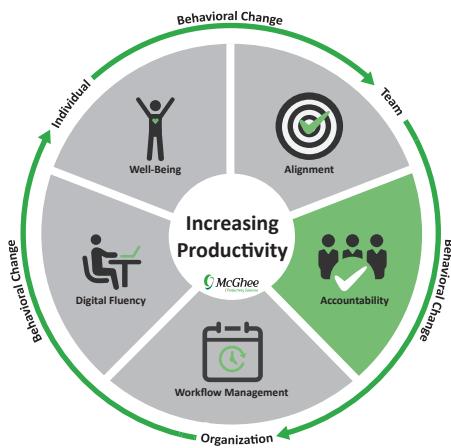
-  No clear way to measure individual and team progress
-  Individuals are casting blame rather than taking responsibility for their roles
-  Team members are straying from or not sticking to the team's plan
-  Lack of professionalism around personal and team goals

Key Results

-  Measurable system put in place to track all goals and objectives
-  Increased awareness around personal and organizational accountability
-  Improved cross-functioning and communication for team plans
-  High-performing team with a higher percentage of annual goals achieved

"This program has enriched my life in ways that opened up possibilities. My work here at the state office challenges me in many ways and I am now better prepared mentally and emotionally to deal with the challenges."

- Diana Hall, Government Agency



Culture of Accountability

Participants will leave this program with a clear understanding of how they can stay accountable to their goals, while focusing on getting the most important things done throughout the day, month, and year. MPS offers a variety of sustainability materials to ensure full retention of this program including follow-up coaching and access to Online Learning. A productivity survey will be conducted a month later to measure specific results.

Accountability in the Workplace*

80% of managers say that their specific, measurable goals are limited in number

30% of companies say failure to coordinate across units is the greatest challenge to executing strategy

Course Outline

Preparation

- Team is introduced to the Accountability Program (internal marketing)
- Leadership aligns on metrics and accountability templates to facilitate program

Retreat

- Accountability Discussions
 - Blame
 - Responsibility
 - Tactics
- Alignment is gained on templates, metrics and calendars to cultivate accountability in the team

Sustainability

- Internal coordinator is trained to ensure sustainability of the program
- Follow-up coaching and access to the McGhee Learning System are available



*According to HBR

Contact us today to see how MPS consulting can help your organization become more productive
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