

Cultivating Accountability

What is Cultivating Accountability?

McGhee Productivity Solutions' Cultivating Accountability Program challenges teams to take a deeper look at accountability and how it affects individuals, teams and, ultimately, the organization. Participants will actively engage in accountability conversations, learn the destructive nature of blame and the power of taking ownership for results. Conversations and exercises will build experience in the team and will begin to create a more distinct understanding of accountability. This course explores accountability in three parts; the tactics, what hinders it, and how to take responsibility to achieve it.

A pre-call is conducted prior to this 8-hour seminar to assess roles, objectives, and appropriate customizations. Interviews can be conducted with colleagues prior to the session to ensure participants are getting an outside-view on how to be their most productive. The seminar takes place in a classroom or conference room with laptops, preferably connected to the server so that participants can work real-time.

Key Issues Addressed

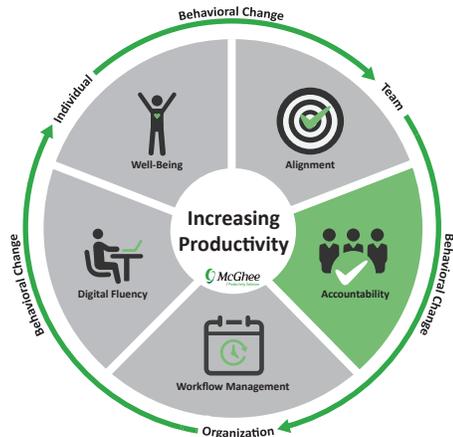
Key Results

-  Lack of accountability and responsibility at all levels
-  Consistent pattern of blaming others and falling in to the Triangle of Blame
-  Team members failing to stay accountable to their goals and commitments
-  A reactive culture that lacks motivation and empowerment

-  Improved leadership and project management skills
-  Increased personal integrity, including taking responsibility for personal actions
-  Effective cross-functioning to complete a higher number of goals
-  A proactive culture that has defined priorities and fewer distractions

“The Cultivating Accountability training has assisted me to recognize when I was blaming others so that I could then get myself to a more neutral viewpoint. I have experienced this growth in myself and others!”

- Kay Carr, Government Motor Vehicle Agency



Sustainable Culture Change

Participants will leave this program with a clear understanding of the level of accountability they are operating within, as well as the skills they need to cultivate a culture of accountability in their team and organization. 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*

91% of employees say Accountability is one of the most important things they'd like to see in the workplace

82% of employees feel like they don't have the power to hold anyone accountable in the workplace

Course Outline

Preparation

- Leadership identified to model and drive culture
- Review course content to create understanding and motivation
- Customize the design of the day based on organizational goals
- Align on the Accountability processes and the art of renegotiation

Implementation

- Off-site retreat with leadership and key members
- Accountability skills at different levels of leadership
- The relationship between personal responsibility and accountability
- How to get out and stay out of the triangle of blame
- Adopting a method for taking responsibility

Hands-On Exercises

- Follow-up coaching monthly and quarterly, providing support to create a culture of accountability
- Accountability surveys are completed and reviewed to course correct and ensure sustainability



*According to a Lob Human Resources survey

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