

Consulting

Cultivating Accountability

A program designed to empower organizations and improve productivity.



Create a Culture of Accountability Within Your Organization

Our 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.

Challenges

-  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

Results

-  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

Program 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
- Accountability skills at different levels of leadership
- Understanding the relationship between personal responsibility and accountability
- How to avoid the blame game
- Adopting ownership and responsibility methods

Sustainability

- 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

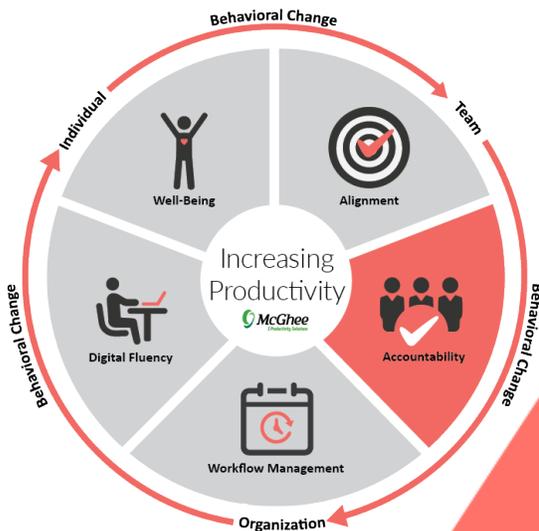
Previous Participants Found:

67% Increase in teamwork within the organization

34% Increase in tracking delegated items, tasks and projects

“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, Branch Manager, Boulder County



Create a Culture of Productivity

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.

MPS has a firm belief that optimal productivity is achieved when there is an alignment within five key disciplines: Well-Being, Alignment, Accountability, Workflow Management, and Digital Fluency. This program targets Accountability to improve productivity.

Contact Us Today to See How Our Experts Can Help Further Improve Your Productivity.