

# Cultivating Accountability

Change Management Program

This workshop takes your intact team through an interactive workshop to understand accountability and how you can move from blame to solutions. The result is each person leaves with a renewed commitment toward creating and owning their own results and success, for the greater good of the team and organization.

One day on-site or virtual. Can be done as a stand-alone workshop or as part of the Culture of Productivity Program. This workshop can also be expanded into a two-day version, called Team Accountability Program, that builds in metrics and tracking.

## Program Outline

### Pre-Workshop 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





### One-Day Workshop

- Accountability discussions:
  - Blame
  - Responsibility
  - Tactics
- Getting alignment to cultivate greater team accountability





### Post-Workshop Sustainability

- Follow-up coaching and access to McGhee Learning Center to build greater sustainability and course correct as needed

## Challenges

-  Lack of accountability and responsibility at all levels
-  Individuals are casting blame rather than taking responsibility for their roles
-  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