

Team Accountability Program

Change Management Program

This workshop approaches accountability through behavior changes and tactical processes. Your intact team will learn how to build and thrive in a highly accountable, communicative, and results-driven environment. Day one focuses on understanding accountability and how your team can move from blame to solutions. Day two introduces a simple tracking system for reporting progress, bringing higher awareness around what's working and not working—to dynamically steer the team toward results that will make the greatest impact.

Two days on-site or virtual. Can be done as a stand-alone workshop or as part of the Culture of Productivity Program.

Program Outline

Pre-Workshop Preparation

- Introduction and gaining buy-in to the Team Accountability Program
- Leadership aligns on metrics and accountability templates to facilitate program





Two-Day Workshop

- Accountability discussions:
 - Blame
 - Responsibility
 - Tactics
- Getting team alignment by implementing templates, metrics, and calendars to cultivate team accountability





Post-Workshop Sustainability

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

Challenges

-  No clear way to measure individual and team goals and 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

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