



Accountability

Apply skills to create
accountability and
promote a more
effective organization

In today's business climate, it's more important than ever for team members to hold themselves accountable, as individuals are depended upon to act in ways that align with the values, competencies, and strategies of the organization. This course focuses on what is required to create accountable actions and behaviors for ourselves and others to strengthen relationships, increase productivity, and understand how our individual contribution promotes a more effective organization. While the term "accountability" is commonly heard, there is often a great deal of confusion about what this term means and to whom it applies. We approach the concept of accountability through a growth mindset, empowerment, and activities to help participants shift their actions to make more "account-able" choices.

The Experience

Participants begin with an activity and discussion on how they view accountability. They explore the definition to expand their perspective and are introduced to the X-Model of Engagement to learn that individual contribution relates directly to organizational success. The four elements of accountability are uncovered, which leads into a conversation around making "account-able" choices. Following this discussion, participants engage in a fun, yet pointed game in which they both witness and demonstrate accountable/ unaccountable behaviors. During a debriefing after the game, participants are introduced to how they can approach accountability through a growth mindset.

Despite our best intentions, there are often obstacles to accountability. Some of these obstacles are internal; some are external. This is the next concept participants explore. They engage in small- and large-group discussions and activities to identify these obstacles and techniques to overcome them through a real-life scenario. In particular, participants explore the different words and phrases that can be used to either create or remove personal accountability or team accountability.

Participants conclude the course by working through scenarios in small groups to create accountability in others by applying a three-step model and then action-planning to note key takeaways and steps they'll take to enhance self-accountability and accountability with others.

Objectives:

After completing this course, participants will be able to:

- Examine the mindset associated with accountability.
- Apply tools for holding themselves and others accountable.
- Rate yourself and your team on the PowerMeter.
- Discuss the “account-able” choice.
- Identify obstacles to being accountable.
- Speak the language of empowerment and accountability.
- Apply a three-step model to create accountability in others.

Key Outcomes

- Increase achievement of desired results.
- Increase employee engagement.
- Increase organizational effectiveness, leading to sustained/improved profitability.

Duration | This course has a four-hour ILT or a three-hour VILT agenda.

Target Audience | Individual contributors

Class Size | This course is designed for up to 25 participants.

Available Language | English

••• For more information about **Accountability**, please visit www.gpstrategies.com.



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