

Create a Culture of Accountability: Stop Managing So Hard

Workshop Overview

Are you naturally a “Wait and See” leader or one who is in the details? Do you know when it is best? How sure are you that you and your team members are always 100% aligned on expectations after you have shared? And, do you think strategically about how to coach and manage each individual on your team so that you all achieve your goals?

A culture of accountability is real when all employees hold themselves and each other accountable for achieving goals and delivering on commitments. It is a work culture where the leader does NOT have to always be the only one driving for performance. A culture of accountability leads to a high-performing team or group.

In this course, participants will define a culture of accountability – what it looks like and what behaviors and practices are evident in such a culture. From that clear picture of performance, participants will identify and commit to actions and habits that cultivate a culture of accountability.

At the end of the workshop, participants will have learned how to:

1. Establish clear roles and responsibilities
2. Cultivate ownership
3. Set clear expectations

Surround Strategy

To ensure the workshop has lasting impact on job performance, we have designed our signature surround strategy as follows:

Pre-work

1. Read the attached Harvard Business Review Article “[Who’s Got the Monkey?](#)” by William Onchen, Jr., and Donald Wass.
2. Read a case study titled “Why is there no movement?” and answer the associated questions. Be prepared to discuss the case during class.

In Class

- The workshop is very interactive, with practice activities for each section and skill. Personal Aha Moment and Commitment cards will be used throughout the workshop, and a final Commitment to Action Plan will be created at the end of class.

Post Workshop

- Each participant will have made action commitments to identify at least one behavior he or she will attempt to improve. Each participant will be encouraged to meet with his or her direct manager and share the Commitment to Action Plan.

Meet our Team and Schedule a Workshop

Click [here](#) to read bios of our team members!

Click [here](#) to contact us for more information or to schedule a customized workshop.

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