

# ACCOUNTABILITY AT WORK



Effective leaders expect accountability in all aspects of employee performance, from day-to-day actions and decisions to the achievement of long-term goals. In this course, participants will examine their current attitudes toward and approaches to accountability, beginning with their ability to model it. They will also explore the dynamics of accountability and learn the behaviors and practices that set the foundation for a culture of accountability on a team or in an organization.

## LEARNERS WILL:

- Discuss the importance of accountability to the success of the individual, team, and organization
- Explore the accountability/victim dynamic and the effect of intrinsic and extrinsic factors that affect accountability
- Discuss accountability from the perspective of a leader and an employee
- Review best practices for creating a culture of accountability on a team
- Create action plans to improve skills and practices for building accountability

## WHY THIS MATTERS:

A key element of performance management involves holding employees accountable for results. Both individual and organizational performances are enhanced when accountability leads to the achievement of goals and objectives.

## DELIVERY OPTIONS:

**In-Person**    Half day

**Live-Online**    Two 2-hour instructor-led sessions plus self-paced prework