

Accountability is the single most powerful, most desired, yet least understood characteristic of a successful organizational culture.

Consider how much time and energy people spend covering up problems and creating excuses for why things did or did not happen. Accountability enables individuals and teams to shift the focus away from excuses and on to overcoming obstacles, learning from mistakes, and achieving goals.

Holding people accountable generates anxiety. Inspiring ownership grows leaders.

Fierce Accountability enables individuals and teams to shift the focus away from excuses and on to overcoming obstacles, learning from mistakes, and achieving goals.

WITHOUT ACCOUNTABILITY	WITH ACCOUNTABILITY
A culture of blame, excuses, and playing it safe	People take ownership and get things done
Resentment, negative team culture, attrition	Strong buy-in to the organization's goals and a high level of trust in the leaders
Poor performance and reduced business results	Better performance drives improved business results

What you'll learn:

- How one's context affects results
- A new context around accountability
- A conversation model to help others move from a mindset of disempowerment to one of accountability

Ways to learn:



ILT/VILT 2 hour instructor-led training (in-person or virtual)



On-demand 1 hour self-paced online learning



Blended 1 hour on-demand plus 1 hour ILT/VILT application session

The learning journey:

- Context creates results
- The costs of a victim mindset and the benefits of an accountable mindset
- Common strategies used to get people to be accountable and why these strategies don't work in the long term

The learning model:

- Mineral Rights: mining for understanding, clarity, and impetus for action.
- Identifying and exploring the issue/opportunity
- Considering the potential impact
- Envisioning the ideal outcome
- Identifying roadblocks to success
- Determining actionable next steps

“Fierce Accountability has given our managers across the globe a shared approach. The model empowers employees to confront their own issues and focus on the results they want to achieve.”

— Steve Gaurberger, Director Human Resources, Medical Devices, Covidien

Fierce Conversations is an award-winning leadership development and training company that drives results for business and education by improving workplace communication. Fierce Conversations creates authentic, energizing, and rewarding connections with colleagues and customers through skillful conversations that lead to successful outcomes and measurable ROI.

Let's connect! Contact info@fierceinc.com for more details.

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Fierce, Inc., 300 Lenora Street, PMB 1674, Seattle, WA 98121
(206) 787-1100

Fierce Inc. is certified as a women-owned business by the Women's Business Enterprise National Council and the Astra Women's Business Alliance.

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