

# INTENTIONAL COMMUNICATION CONSULTANTS

## Building Personal and Mutual Accountability in the Workplace

- How does your organization move to the next level of growth?
- Is your organizational culture producing the results that you intend?
- Do you have a blueprint for managing and modeling change for your employees?
- Do your teams really operate as teams?
- Is blame and faultfinding a dynamic that still impacts your culture?

The essential ingredients for organizational success lie in the accountability and attitudes of your employees and your organization.

- Regardless of the organizational structure, systems and strategies that your organization has created, it will not succeed in the long term unless self-accountable people implement and model them.
- This program is designed to demonstrate how individuals and organizations can become more accountable for their thinking, feelings, actions, decisions and results.

We will explore the obstacles to assuming greater personal accountability and introduce a process to address the steps to more *joint accountability*. The program also focuses on the relationship between personal accountability, values, performance and their role in creating organizational culture.

## Modules

1. **Introduction to Personal Accountability** - Exploring the concepts, principles and dynamics of accountability
2. **Mindset Matters** – Working with the *Mindset Process Model* to Create New Mental Models
3. **The Power of Thinking** – A Model for Shifting from Blame to Responsibility
4. **How Personal and Collective Beliefs Form the Foundation for Accountability**
5. **The Principles of Accountable Leadership**
6. **Creating Cultures of Mutual Accountability**
7. **Feedback** – The Bridge between Personal and Mutual Accountability

## Program Format & Audience

- Program designed for a two-day format but can be customized to fit a one-day format

- Program can be targeted to all levels within the organization
- This program is the perfect complement to any of your organizational interventions or on-going learning curriculum. The learning benefits derived from this program raise the level of total quality systems, employee empowerment efforts and continuous learning programs.

## **PARTICIPANTS TAKE AWAY**

- Development of “change leaders” characteristics and skills that model the mindsets that drive intended changes
  - Identification of the organizational and individual beliefs that drive the current culture and *those that will be needed to transform it*
  - Increased ability to self-regulate and master personal mindsets
  - A higher level of interpersonal and relationship competency essential to achieve cultural transformation
- Greater ability to create the conditions that result in more trust and openness in relationships and teams to accelerate results

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