

SEMINARSWORLD COURSE AGENDA

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Achieve With Accountability: Develop a High Performing Team or Organization

Instructor(s): Mike Evans

Length: 1 day

Pre-work: None

CEUs: .7 / See below for PDU breakdown

Level: Core

Primary Topic: Leadership Development

Subtopics: Change Management, Motivation

Course Description:

Accountability is the catalyst to: Accelerated change, robust employee engagement, intensified ownership, relentless perseverance and impeccable alignment, and propels individuals, teams and organizations to intoxicating heights of achievement and success. Learn what it takes to awaken the “whatever it takes” attitude, belief, resolve, perseverance, confidence, determination, drive and creativity to achieve what matters most to individuals, teams and organizations.

Discover how to transform accountability into a positive, engaging and forward looking experience that will secure your position in the new world of work. Learn how to kick-start a revolution that will blast your team or organization to new heights of success. With the world coming at us fast and furious every day, it's easy to feel like you've lost control of your own life, your team or your organization. By choosing to take and lead accountability, you reclaim control and are able to direct your own destiny.

- Discover the 4 keys to accountability, along with the observable best practices.
- Cultivate the agility, flexibility and resiliency to adapt and thrive during constant change.
- Foster collaboration, camaraderie and teamwork – Establish unshakable trust and credibility.
- Intensify ownership, engagement and alignment – Crumble silos and abolish territorialism.
- Instill a can-do, steely resolve, solutions focused mindset in the face of difficult challenges, obstacles and barriers.
- Eradicate the blame-game and vanquish excuse-making that stifle peak performance.
- Shed feelings of disarray, discomfort, apathy, entitlement, indifference and despair.
- Unleash voluntary contributions of discretionary performance that is often left untapped in individuals, teams and organizations.

Learning Objectives:

Upon completion of this course, participants will be able to:

- Discover the 4 keys to accountability, along with the observable best practices.
- Cultivate the agility, flexibility and resiliency to adapt and thrive during constant change.
- Foster collaboration, camaraderie and teamwork – Establish unshakable trust and credibility.
- Intensify ownership, engagement and alignment – Crumble silos and abolish territorialism.
- Eradicate the blame-game and vanquish excuse-making that stifle peak performance.

AGENDA

- Opening comments from organizational leader/workshop sponsor
- Heightened focus on desired results – alignment increases ownership
- Distinct or extinct – developing your brand
- Activity versus results
- Shared Accountability – focus on desired results
- The results model
- The accountability/leadership relationship

10 Minutes **BREAK**

75 Minutes **THE KEYS TO ACCOUNTABILITY MODULE**

- Perception of accountability
- The keys to accountability - a positive approach
- The 20 best practices of exemplary accountability
- Grading our team/culture on the 20 best practices
 - Staying engaged – avoiding the blame game
- Internalizing change

10 Minutes **BREAK**

35 Minutes **RECOGNIZE REALITIES MODULE**

- The ability to grow, adapt and innovate is strengthened when we “see all there is to see”
 - Beliefs considerations discussion, questions & activity
- Your default brand
- Embracing perspectives of others – enhance awareness, Increase effectiveness
- Shifting beliefs that impede progress
- Effective feedback exercise & activity

45-60 Minutes **LUNCH**

35 Minutes **RECOGNIZE REALITIES MODULE (continued)**

- Gaining voluntary contributions of discretionary performance
 - Communication exercise & activity
- Engage others – effective communications skills
- The A/C feedback model (focused – frequent – informal communications)

10 Minutes **BREAK**

60 Minutes **ACCEPT OWNERSHIP MODULE**

- The accountability/ownership relationship
- Degrees of ownership
- U-OWN coaching model – gain heightened levels of ownership
- The accountability tri-quet

10 Minutes **BREAK**

35 Minutes **CREATE SOLUTIONS MODULE**

- Team competition activity and application of concepts
- Create, innovate and advance – examples and application

45 Minutes

EXERCISE ACTION MODULE

- Complete personal application plan (team plan optional)
- Specific applications to accelerate desired change

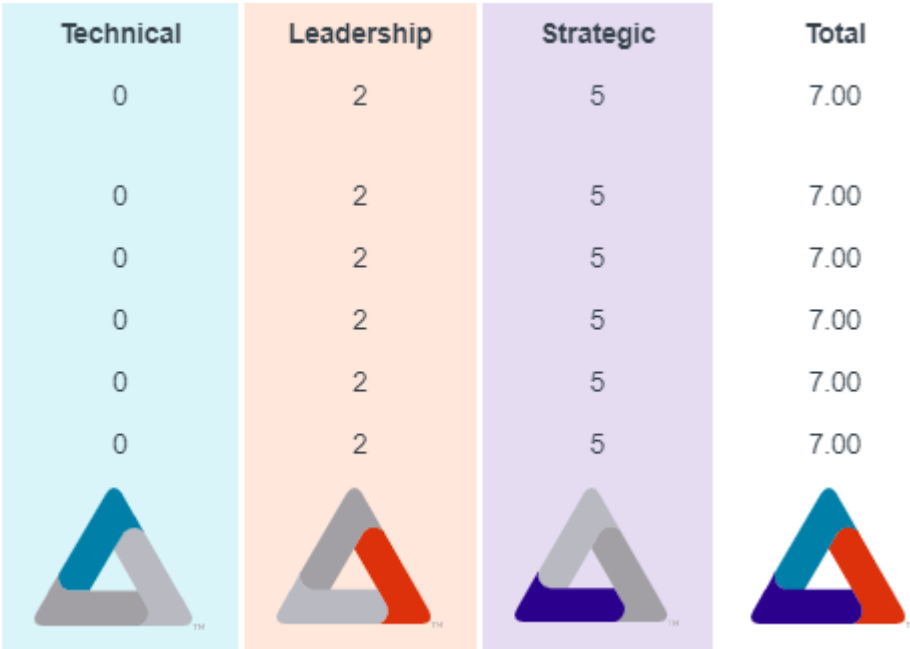
10 Minutes

CLOSING COMMENTS - LEADING THE TRANSITION

- Developing the desired culture

Professional Development Units (PDUs) are one-hour blocks of time spent learning, teaching others, or volunteering. By attending this SeminarsWorld course, you will be able to achieve the following PDUs as learning hours to apply for PMI certification or to maintain your certification status with PMI. [View](#) how your PDUs align with the PMI Talent Triangle®.

	Technical	Leadership	Strategic	Total
CAPM / PMP / PgMP	0	2	5	7.00
PMI-ACP / Agile*	0	2	5	7.00
PMI-SP	0	2	5	7.00
PMI-RMP	0	2	5	7.00
PfMP	0	2	5	7.00
PMI-PBA	0	2	5	7.00



**Please note that the asterisked row above applies to all PMI Agile certifications, this includes DASM, DASSM, DAVSC and DAC.*