



Agenda

Click [here](#) for additional training and schedules.

Achieve With Accountability: Develop a High-Performing Team or Organization

Instructor(s): Mike Evans

Length: 1 day

Prework: None

CEUs: .7/see below for PDU breakdown

Level: Core

Training Topic: Leadership Development

Subtopics: Complexity, Leading Project Teams

Training Description:

Accountability is a catalyst to accelerated change, robust employee engagement, intensified ownership, relentless perseverance, and impeccable alignment. It 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 lead and take accountability, you reclaim control and are able to direct your own destiny.

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

Learning Objectives:

Upon completion of this training, learners will be able to:

- Discover the four keys to accountability, along with observable best practices.
- Cultivate the agility, flexibility, and resiliency to adapt and thrive during constant change.
- Foster collaboration, camaraderie, and teamwork to help establish unshakable trust and credibility.
- Intensify ownership, engagement, and alignment by working to crumble silos and abolish territorialism.
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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**
- Our ability to grow, adapt, and innovate is strengthened when we “see all there is to see”
 - Belief considerations discussion, questions, and activity
 - Your default brand
 - Embracing perspectives of others—enhance awareness and increase effectiveness
 - Shifting beliefs that impede progress
 - Effective feedback exercise and activity

45–60 minutes **LUNCH**

- 35 minutes **RECOGNIZE REALITIES MODULE (continued)**
- Gaining voluntary contributions of discretionary performance
 - Communication exercise and 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 1-hour blocks of time spent learning, teaching others, or volunteering. By attending this training, 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 the PMI® Agile Certification journey and includes DASM™, DASSM™, DAC™, and DAVSC™ certifications.*