

The
FOUNDATIONS *of*
ACCOUNTABILITY
Cultivating Commitment in Teams



The **5** FOUNDATIONS of ACCOUNTABILITY

Cultivating Commitment in Teams

Commitment makes the difference between someone “phoning it in” or doing something truly extraordinary. It inspires unusual effort, distinguishes the best-of-the-best, and transforms passive people into top teams. But how do you cultivate it?

How do you build buy-in and encourage people to own the mission personally?

In this powerful development experience, Dr. J prepares you to do just that. He introduces a revolutionary new perspective on accountability and demystifies the art of building buy-in and commitment in teams. He describes Five Foundations of Accountability that enable individuals and teams to step up their level of ownership and performance. Participants leave with new insights into leadership and accountability and new practices that will refine and revitalize their work.

Learning Objectives & Takeaways

- Explore the nature and impact of personal accountability
- Learn *The Five Foundations* on which accountability and commitment are built
- Recognize common leadership practices that diminish accountability and dilute commitment
- Diagnose organizational and interpersonal dynamics that work against “ownership”
- Discover counterintuitive leadership practices and interpersonal choices that build “buy-in”
- More...

Five Foundations of Accountability

Accountability refers to a person's willingness to account for his or her own actions and their impact. It is demonstrated when people make meaningful commitments to goals and expectations in process and take personal responsibility for results and implications after the fact. Since this inclination depends upon individuals' own volition, accountability must be *cultivated* rather than commanded.

A foundation supporting accountability is built of the five components below. When you practice these in your leadership, you build buy-in and prepare your team members to elevate their ownership and commitment.

Courage

Fear dampens and diminishes "ownership" and causes people to deliberately dial-back their accountability.

Encourage & Embolden them.

Power

When people feel powerless, they don't feel responsible for outcomes or results and don't demonstrate accountability.

Empower them.

Clear Direction

When expectations and deliverables are unclear, people do not demonstrate accountability for achieving them.

Clarify Goals & Priorities.

Ongoing Relationship

Accountability is fostered most strongly in authentic, personal relationships. Where relationships are shallow or perfunctory, accountability is too.

Abide with them.

Credit or Consequences

People demonstrate accountability when they know they will personally take the bow or take the heat for the result of their efforts.

Provide Focus & Follow Up.