

Reality-Based Accountability – Hardwiring Accountability into Your Workforce and Coaching for Great Performance

Everyone is talking about accountability but few organizations are actually successful in ensuring that personal accountability is hardwired into their talent and everyday business operations. Accountability has been illusive for many organizations, as they have not yet come to understand how to calculate the true value of an employee, how to drive it through great leadership, and how to measure the results.

The true value of an employee is no longer determined just by their technical skills, expertise or current performance. The value proposition in our organizations today is far more complex in our new realities and must take into account one's accountability level, one's willingness to change and to align with the organization. Total value is determined by one's current performance PLUS their future relevance MINUS their emotional expensiveness to the institution! In this session, participants will learn key strategies for getting the most out of this new value equation.

In order to ensure that all talent will remain relevant and accountable far into the future and that plenty of bench strength exists in the organization, leaders must renew their focus on the coaching and development of their people. True development is the result of an individual being called to greatness, given challenging experiences and provided with coaching, support and feedback throughout. In this session, participants will learn the key elements of development and coaching along with many strategies for fast-tracking the development of future leaders.

Join the Reality-Based Revolution as we break down the core competency of personal accountability and give you no nonsense, workable strategies to hire for, coach for, and develop for accountability in your workforce!

Session Objectives:

- Attendees will learn tools and detailed processes to “hardwire” accountability throughout the organization including interviewing and hiring techniques, a variety of performance management techniques, one on one sessions and hosting tough conversations.
- Attendees will understand simple coaching frameworks to build teams that are engaged and accountable, not plagued with entitlement, including a simple model for feedback to gain commitment for “what’s next”
- Attendees will be equipped with a robust, Hardwiring Accountability Toolkit that provides detailed discussion and reflection guides to:
 - o Cultivate employees’ intrinsic motivation to perform in spite of setbacks and barriers
 - o Quickly turn failures into lessons learned and are open to feedback and development experiences without ego or defense.
 - o Demonstrate the four elements of the competency of accountability to become fluent in the employee value metric that enables readiness for what’s next