



Increasing Personal Accountability

OVERVIEW

Have you ever heard questions or statements like these from an employee in your company or even said them yourself?

- Why me, get someone else to do this?
- Not my job.
- Can't help, sorry!
- I don't recall that being on my job description!
- Sorry, my manager isn't in!

If you have heard them, have you stopped to consider what this type of thinking is costing you in lost productivity, reduced profits, poor communication, and decreased satisfaction? Of course, all organizations suffer from a lack of personal accountability on some level or another. However this problem can be eliminated if employees see that they have a part to play in creating the work environment they want.

The Increasing Personal Accountability program centers upon the importance of the need for individuals to recognize their inherent responsibilities in the workplace. Recognition of clearer roles and responsibilities helps maintain balance and harmony between the needs of the organization and team. Personal commitment is so visible that their fellow team members all begin to buy in and experience pride and a feeling of synergy, rather than feeling the conflict, frustration and anger of the "Not My Job" syndrome.

LEARNING OBJECTIVES

Participants who complete this workshop will:

- Understand that your behaviour is your brand image as a person.
- Understand that we are unique and different in our own styles of behaviour.
- Embrace change and adapt to the new reality more quickly.
- Identify and change the patterns that lead to "Entitlement thinking", "Why Me?" complaining, "Victim Thinking" and procrastination when results are not produced.
- Develop a higher level of empowered thinking that leads to the job engagement and accountability required to achieve team goals and objectives.
- Boost CREATIVITY, COOPERATION and PRODUCTIVITY on your team.

COURSE OUTLINE

- Defining the Barriers or the Negative Broadcast
- Understanding the Power of Paradigm
- Choosing Your Attitude
- Myths of Accountability, Engagement and Management
- Eliminate Complaining
- Stop the Blame Game
- The Value of Change
- Taking Ownership of Career Path Development

