Accountability

Some leaders create a vision and hope that others will follow. Successful leaders facilitate the development of a shared vision that builds commitment to the outcome. They recognize that results are achieved when commitment to task success is balanced with a commitment to relationship success. Participants will build the skills to establish intention and drive results.

Focus
Managers and others responsible for delivering results.

Length 4 Hours

Performance Objectives

- Set SMART goals and engage others by creating a shared vision
- Enhance team performance by empowering action
- Improve outcomes using a process of continuous improvement

Course modules include:

<table>
<thead>
<tr>
<th>Set Goals</th>
<th>In this module, participants learn the difference between an objective, a goal, a result and how to create a shared vision to build commitment to delivering results.</th>
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<tbody>
<tr>
<td>Empower Action</td>
<td>Participants define the operational boundaries of empowerment and their own management style. Individually, they build on this information to create an empowerment action plan.</td>
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<tr>
<td>Deliver Results</td>
<td>Consistently delivering results depends on creating a process to continuously improve outcomes. Participants explore the concept of Plan/Do/Check/Act and ways that they can apply it to the inputs and outputs of their team.</td>
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