

## 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:

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|------------------------|--|
| <b>Set Goals</b>       | 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.  |
| <b>Empower Action</b>  | Participants define the operational boundaries of empowerment and their own management style. Individually, they build on this information to create an empowerment action plan.   |
| <b>Deliver Results</b> | 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. |