



- All employees are accountable for something.
- Do your employees know exactly what they are accountable for?
- Statistically less than 20% of employees are certain of what is expected of them at work each day.

Accountability by Design

A Conversational Approach to Accountability!

Accountability by Design is a **25.5 hour program** of highly interactive, facilitated discussion designed to support candid conversations in your workplace that challenge thinking and drive leaders to action.

Note: This program qualifies for the Canada-Alberta Job Grant



Candid Conversations + Accountability
= Improved Performance

Expected Outcomes from this program include:

- Heightened awareness of the importance of personal accountability.
- Increased confidence in holding others accountable.
- Practice with a tool to support successful delegation and desired results.

This program takes an experiential approach to leadership development. The learning is embedded in the conversation and supported by one-on-one coaching and group coaching with a professionally credentialed coach.

The ultimate goal is to solve current leadership challenges in real time, in a safe environment. Today's successful leaders engage in conversations of inquiry to generate new thinking and ideas. This program provides time to reflect individually and as a group, with a goal to finding effective, sustainable solutions.

Who Should Attend:

This program is for you if you find yourself 'challenged to meet your own commitments' or catch yourself saying 'Why don't they just do it!'

Learning Objectives:

In this full day program, you will:

- Complete a Personal Accountability Assessment
- Define Personal Accountability and why it is important to you, the team and the organization.
- Explore and apply the key principles of accountability
- Define group accountability and discuss two principles of designing accountability with others.
- Identify strategies and discuss how to resolve breakdowns when they do occur.
- Create a Designing Accountability Action Plan to support continued focus and development of these five practices.

Overview of *Accountability by Design*, 25.5 hour program

April 26th, 2017	Week 1: Accountability by Design Theory/Practice: Holding Ourselves Accountable	6.0 hours + 1 hour lunch 8:30 a.m. to 3:30 p.m.
May 4th	Week 2: Group Accountability Session	2.5 hours 8:30 to 11:00 a.m.
May 18th	Week 3: Work with your Accountability Partners, Flexible to meet your needs	2.0 hours (1.0 hour each) By phone or in person
June 1st	Week 4: Accountability by Design Theory/Practice	6.0 hours + 1 hour lunch 8:30 a.m. to 3:30 p.m.
June 8th	Week 5: Group Accountability Session	2.5 hours 8:30 to 11:00 a.m.
June 21st	Week 6: Working with your Accountability Partners, Flexible to meet your schedule	2.0 hours (1.0 hour each) By phone or in person
July 6th	Week 7: Professional Coaching Conversation, Flexible to meet your schedule	1.0 hour
July 20th	Week 8: Group Accountability Session/Celebration	2.5 hours 8:30 to 11:30 a.m.
July 27th	Week 8: One additional Professional Coaching Session 'on demand' during this program.	1.0 hour

NOTE: We invite you to schedule these on your calendar as it is imperative that you attend all of the group sessions to ensure your best return on investment of time.

Total: 25.5 hours

Cost:

NON-PROFIT LEADERS:

\$2,300* + GST per person

CORPORATE LEADERS:

\$2,600* + GST per person

* Qualifies for the Canada-Alberta Employment Grant 66% Reimbursement

Register by contacting:

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If you have any questions about the Canada Alberta Job Grant, feel free to contact the team (jobgrant@gov.ab.ca and 1-780-638-9424 or toll free at 1-855-638-9424) to ensure your grant is processed quickly and efficiently.

<http://albertacanada.com/jobgrant>



Outcome Driven, Competency Based, Always Experiential

One on One Coaching
Group Coaching
Customized Programs