

A Culture of Accountability

March 17, 2025





Company Overview/Purpose

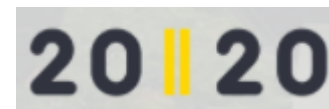


- Began in 2008 as Common Sense You, Inc.
- Originally created to show high school graduates how to prepare for college.
- Transformed into the retail, convenience, wholesale sectors.
- Further focus on Leadership Development



We have worked with organizations such as:

● sunglass hut



GREENACRES FOUNDATION



Credentials

- Founder/President/CEO
- Facilitated workshops for over 20,000 leadership professionals
- 23 years of management/leadership experience
- Experiential training technique focused on Behavior Change
- Real-world application
- Solution-based coaching technique
- MBA
- Certified Change Management Professional
- Certified Master Trainer
- Certified Performance Consultant
- Certified Myers-Briggs Administrator
- Certified Situational Leadership II Administrator
- Certified Culture-Shaping Administrator
- Certified Crucial Conversations Administrator
- Accredited Leadership Impact 360 Assessment Administrator
- Licensed Independent StressMasters Associate
- Cloverleaf Enneagram Certified





What we do

- In-House Training Workshops

- Leadership Development
- Emotional Intelligence
- Management Development

- One-on-One Coaching

- Enneagram Assessment
- Individual
- In-tact teams
- Leadership Impact 360 assessment

- In-tact Team Building Events

- Mix & Match any workshops and/or concepts
- Team productivity assessment





The Foundation of
Accountability/
Prewrite

Accountability Assessment

Team Alignment Exercise
Accountability Ladder Exercise

Team Contract for Change
Individual Plan

THE FOUNDATION OF ACCOUNTABILITY





It Starts With Me Video





It Starts With Me Video



dvd:///F:/

Prework...





The Art of Accountability Pre-work



I would like you to think about what specifically you would be doing if, a year from now, you personally were operating at a more efficient and productive level. What behaviors would you change? What are the big things you would work on to get to the level you envision a year from now? **What would you need to stop doing? What or who is holding you back?**



The Foundation of
Accountability/
Prework

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Accountability Assessment





Accountability Assessment

Self-Assessment

	Always 5	Usually 4	Sometimes 3	Rarely 2	Never 1
Personal Accountability					
1. I create my own process and timeline(s) for getting things done.					
2. I work on tasks and projects until they are done.					
3. I know when to ask for permission and when I have full responsibility to proceed.					
4. I know how to find information I need to get things done.					
5. I connect and learn about people so I know who I can reach out to if needed.					
6. I find out what I need to do even when I am not given direction.					
7. I do what is expected even when no one is watching.					
8. I actively seek out feedback from others.					
9. I seek out different ways to assess my knowledge, skills and expertise.					
10. I let people know when I don't know something.					
11. I "own" my results and outcomes.					
12. I expect only what is earned.					
13. I do what I say I am going to do.					
14. I work through barriers to get things done.					
15. I can reverse my negative thoughts and feelings.					
16. I am proud that others can expect the same level of quality from me all the time.					
17. I have methods to keep myself, both personally and professional, on track.					
18. I can move myself forward when I get off track.					
19. I know exactly what motivates me and I create tools to keep me motivated.					
20. I can report results for my personal and professional areas in my life.					
Total Scores					
Combine Total Score:					
Instructions:					
Rate Yourself using the Rating Scale to the right of the descriptors. Enter your score in each box. Total your scores in each column. Total all columns for your final score.					
Combined Total Score:					
Level of Accountability					

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Team Alignment Exercise





living our values—our team's:





alignment circle **Instructions...**



- select a **facilitator**
- everyone shares his/her point of view
 - others listen for understanding and to be influenced
- once everyone has shared, the **scribe** records themes
- team discusses differences...**health monitor**
 - check alignment along the way
- team aligns on a decision





dialog, decision and alignment

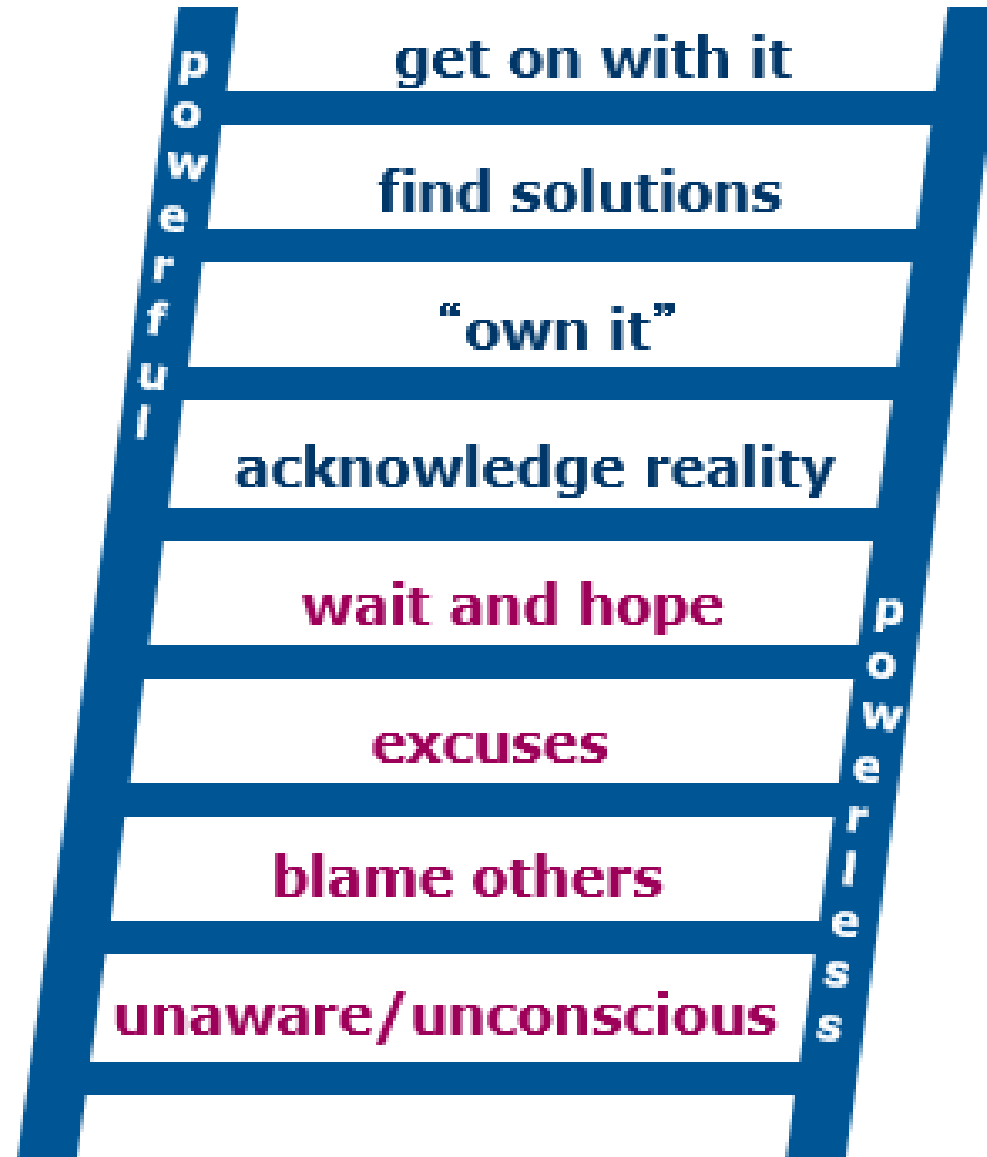


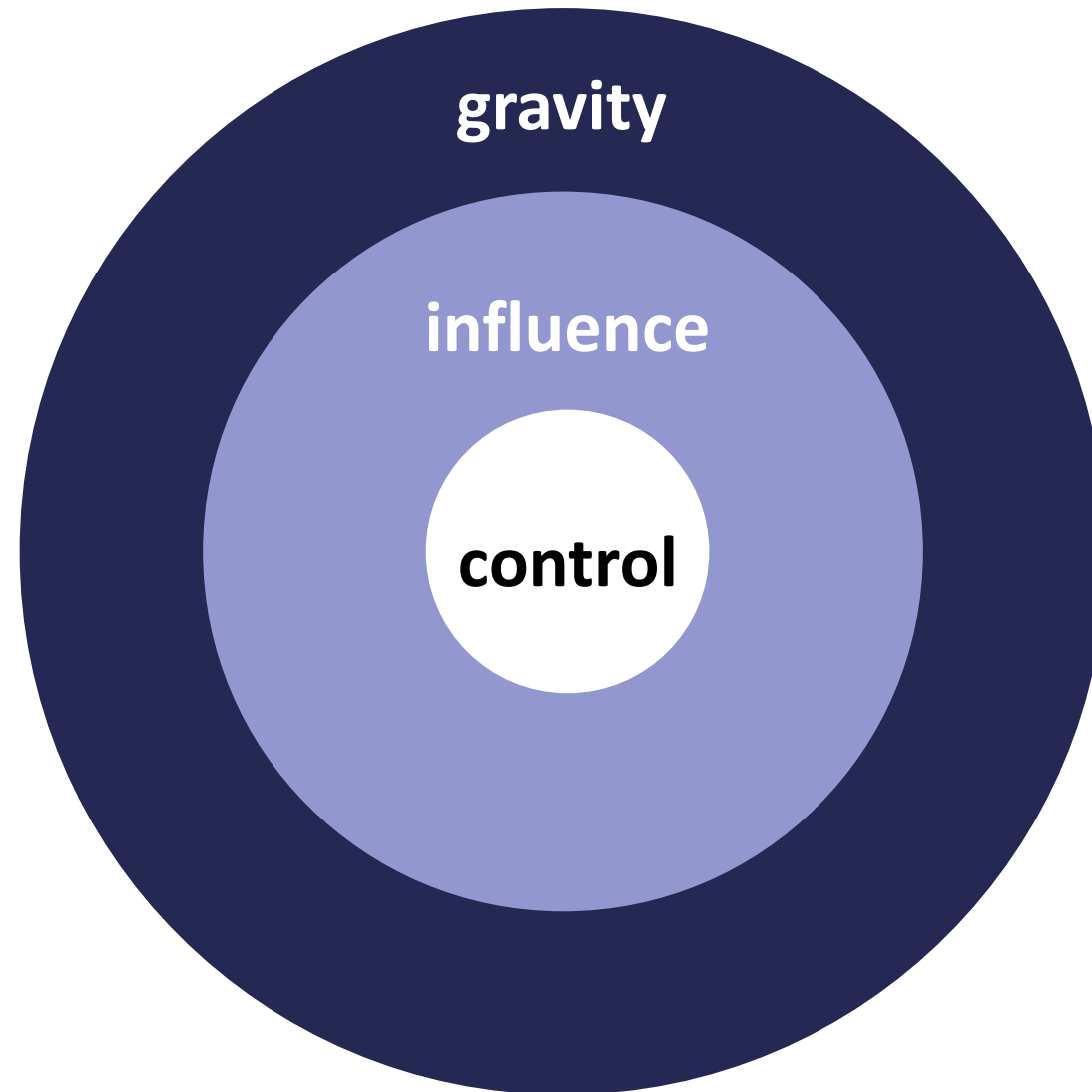
- What themes do you hear for:
 - strengths?
 - weaknesses?
 - Blue Chip opportunities for better results?
- Can we agree in principle to our team's Blue Chip opportunity?
- What can we do to use the **value we identified as our strength** as a way of life in our day-to-day work?
- How will we hold ourselves accountable to make it happen?



Accountability Ladder Exercise







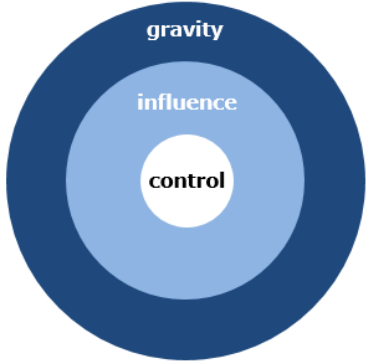


Leadership

Team-specific issue that we
are dealing with?



Accountability Exercise



Issue: **Communication**

- What, specifically, is causing the issue?
- We will statements...
(Specific, actionable)



The Foundation of
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Team Contract for Change





Accountability Contract

3 Specific, Actionable Ways to Improve Communication

- 1.
- 2.
- 3.



Individual Plan





Individual Accountability Plan

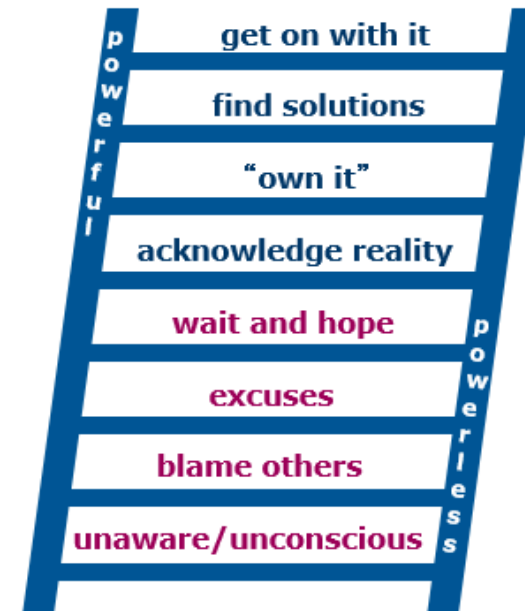
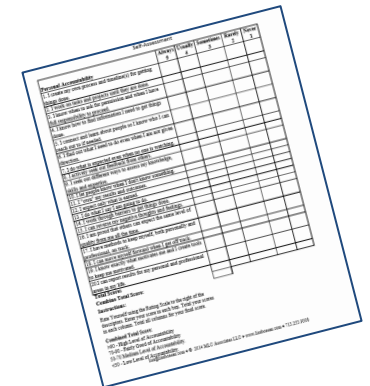


Write Down 3 Accountability techniques
you will implement when you get back to
your team

1. _____

2. _____

3. _____



POST-WORK ASSIGNMENT





So What?

Set up a meeting with your direct supervisor to discuss application of concepts discussed in this class and personal game plan for improvement

Discuss how you will use the **Culture of Accountability** material with your Supervisor

CLOSING COMMENTS

