

SUAVE SOLUTIONAL
TRAINING & CONSULTING



THE ACCOUNTABILITY EDGE

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THE ACCOUNTABILITY EDGE

The Program:

The program is designed to help organizations cultivate a culture of accountability, where individuals and teams take responsibility for their actions and decisions. The program will address key challenges related to accountability, including addressing violated expectations, influencing the behavior of others, resolving individual and team accountability challenges, and strengthening relationships and team performance. The training will be delivered through a combination of lectures, group discussions, and hands-on exercises to help participants understand and apply the concepts and best practices for building a culture of accountability in their organizations.

The goal of the program is to empower participants with the knowledge and skills they need to build a culture of accountability, drive performance, and achieve their organizational goals.

Program Outcomes:

- **Improved accountability:** Participants will learn how to hold themselves and others accountable for their actions and decisions, leading to increased performance and results.
- **Better relationships and teamwork:** Participants will learn how to build strong relationships and foster teamwork through effective communication and collaboration.
- **Resolved accountability challenges:** Participants will gain the skills and knowledge needed to identify and resolve accountability challenges at the individual and team level.
- **Influenced behavior:** Participants will learn how to influence the behavior of others through effective communication, positive role modeling, and an understanding of the motivations and drivers of others.
- **Addressed violated expectations:** Participants will learn how to identify and address violated expectations and navigate difficult conversations to build trust and accountability.
- **Strengthened culture of accountability:** Participants will gain the tools and techniques needed to build a culture of accountability in their organizations, driving performance and results.
- **Increased leadership effectiveness:** Participants will develop their leadership skills, leading to improved decision-making, collaboration, and performance.

Program Outline

Introduction

Understanding Accountability

- What is accountability?
- Different forms of accountability
- Characteristics of accountable individuals

Building a Culture of Accountability

- Defining clear expectations and responsibilities
- Encouraging open communication and transparency
- Establishing consequences for non-compliance

Addressing Violated Expectations

- Identifying and addressing expectations that have been violated
- Navigating difficult conversations
- Building trust and accountability through effective communication

Influencing the Behavior of Others

- Understanding the motivations and drivers of others
- Developing an effective influence strategy
- Building a culture of accountability through positive role modeling

Resolving Individual and Team Accountability Challenges

- Identifying and addressing accountability challenges
- Building a culture of accountability through constructive feedback
- Encouraging personal accountability and ownership

Strengthening Relationships and Team Performance

- Building strong relationships through effective communication
- Encouraging collaboration and teamwork
- Improving team performance through accountability

Wrap-Up

A study by Gallup found that organizations with high levels of accountability have an average of 29% higher employee engagement compared to organizations with low accountability.



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