



# Pathway to Healthy Accountability™ Workshop



## Only one pilot lands the plane.

Effective organizations need some things to be shared: mission, values, strategy, commitments, and the duties associated with creating a plan. But accountability needs to be singular. Good Leadership's research reveals the majority of people surveyed want to be accountable; just like pilots who, with the full support of the airline staff, the airport employees, the control tower, and the onboard flight team, accept sole accountability to land the plane. That's healthy accountability.



*The concept of healthy accountability has been important; it's where we've learned to expect, enable, and enjoy high performance.*

**Darin Lynch**

**Founder and CEO, Irish Titan**



Good Leadership is recognized by SHRM to offer Professional Development Credits (PDCs) for SHRM-CP® or SHRM-SCP® recertification activities. The Pathway to Healthy Accountability Workshop is eligible for two (2) PDCs. Good Leadership is recognized by SHRM to offer Professional Development Credits (PDCs) for SHRM-CP® or SHRM-SCP® recertification activities. The Pathway to Healthy Accountability Workshop is eligible for two (2) PDCs.

***"You can't have an effective organization without good leadership."***

*-Paul Batz, Founder & CEO, Good Leadership*

## Pathway to Healthy Accountability Workshop

### For leaders in highly collaborative work environments who:

1. Want a stronger environment of accountability across the organization
2. Want to shift from a reactive, “hold people accountable” environment to a proactive, “seeks accountability” environment
3. Want employees to view accountability as a positive growth opportunity, not a punitive concept

This is the best time in history to be an employee. The COVID-19 pandemic accelerated the workforce flexibility movement that was already underway. The generation who grew up with the internet in their pocket readily found information gave them leverage in the workplace. So they asked for more benefits, flexibility, involvement, and collaboration. They also found more control over their opportunities. This trend helped HR influence their CEOs to invest more in the total wellness of their people. It's good! Yet C-suite executives don't see an equitable increase in accountability or productivity from those investments. Many believe accountability is getting worse.

### Good Leadership's Pathway to Healthy Accountability Workshop is:

A virtual or onsite workshop to embrace healthy accountability. It offers the option to add organization specific data to understand the state of accountability in your company. Gain insights and pragmatic actions to make accountability healthy.

### The problem:

Most people in today's workplace view accountability as a negative, punitive concept. Many managers believe employees don't want to take accountability for their work. Our research says that's not true. People are willing to take accountability when:

1. They have space to exert personal ownership for their work
2. They are clear on how their work supports the team and the organization achieving a strategic result
3. They see healthy accountability being role modeled by senior leaders, and applied consistently across the organization

### Benefits of Healthy Accountability:

1. People take personal ownership for delivering quality work, on-time
2. People embrace the support, input, and critique of their team members
3. People champion a win together mindset

### Healthy Accountability Workshop details:

- The workshop is designed for a group of 20 high potential people who can positively influence the organization's environment of accountability
- An interactive, virtual or in-person, workshop in which you explore organization implications, team implications, and individual implications of accountability and identify a Pathway to Healthy Accountability for your organization
- A diagnostic, 24 question Healthy Accountability Survey taken by your team or a cross-section of 60-100 employees in your organization



### The Good Leadership Difference

Based on extensive qualitative and quantitative research, with over 4000 respondents, Good Leadership's Pathway to Healthy Accountability Workshop is founded in data, and offers pragmatic approaches to create an environment of healthy accountability in your organization. Previous Good Leadership research confirmed the financial benefits of goodness in business. Employee input revealed: Goodness is when people thrive together in a culture of encouragement, accountability, and positive teamwork. Now, more than ever, employees are searching for goodness in their workplace. Accountability is the glue that makes goodness pay.

Learn more about **Good Leadership's Pathway to Healthy Accountability Workshop** today by contacting to schedule a conversation.