

self

The OZ PRINCIPLE® ACCOUNTABILITY TRAINING®

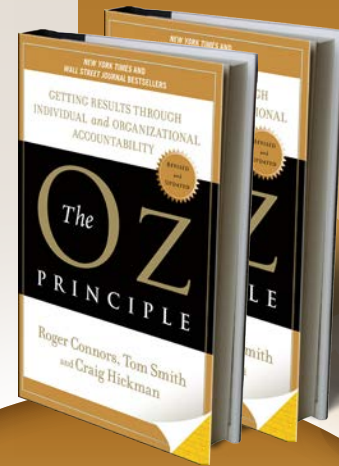
The TAKING Personal Accountability Track™

The Oz Principle® Accountability Training® builds on the foundation established in The New York Times No. 1 Bestselling leadership book, *The Oz Principle: Getting Results Through Individual And Organizational Accountability*. Partners In Leadership® has designed this training to help individuals and teams take greater personal accountability for achieving organizational results.

The Oz Principle Accountability Training Workshop focuses on a simple yet powerful model: the Steps To Accountability.® This model is the basis of the training that participants will readily put to use in their daily work by learning how to operate Above The Line® and ask the Solve It® question. During the workshop, accountability for key organizational results is tied directly to individual work objectives and participants learn how they can consistently See It,® Own It,® Solve It® and Do It.®

PURPOSE OF THE TRAINING

To help workshop participants learn how to take greater personal accountability for achieving key organizational results in spite of difficult circumstances and challenging obstacles.



- Clarify the Key Organizational Results and align people's daily work objectives with those Results.
- Introduce a positive approach to creating greater accountability throughout the organization.
- Create greater ownership for achieving the Key Results by using the **Steps To Accountability**.
- Learn how to apply the tools and practices that accelerate greater accountability both individually and organizationally.
- Develop specific action steps using Accountability Plans for **Creating A Culture Of Accountability**® and achieving the desired results.



Partners In
Leadership®

THE ACCOUNTABILITY TRAINING COMPANY

"This Accountability Training was the single best program I have seen in my career, and I usually hate this stuff. In a very simple and efficient way, Partners In Leadership was great at helping us break down silos, get people communicating appropriately and focus everyone on results. I plan to use them wherever I go as a leader."

John Gardynik
President
RxAmerica

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Track Description

The Steps To Accountability®



Workshop Participants Receive:

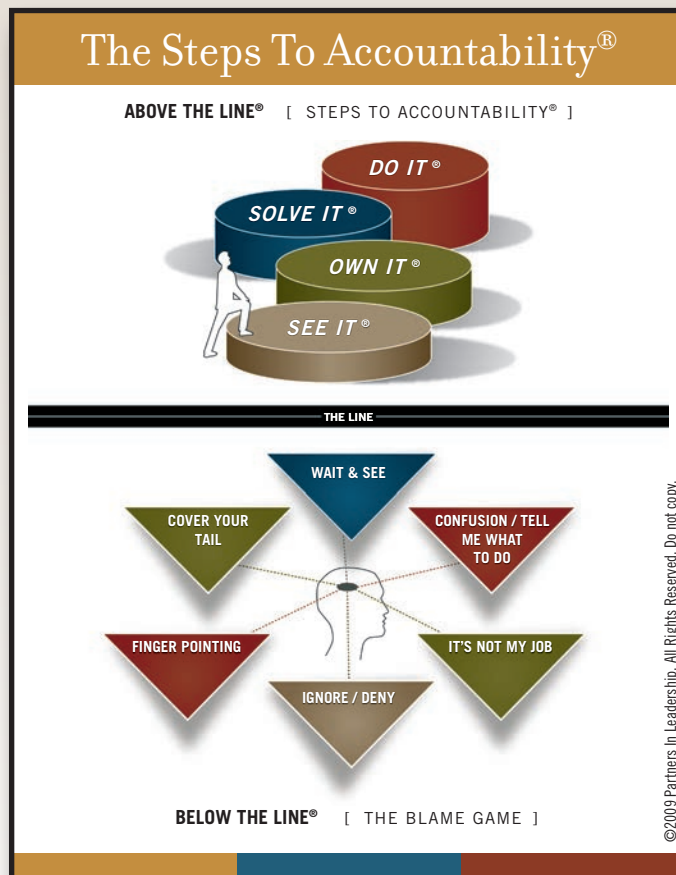
Partners In Leadership Executive Facilitators conduct the high-impact training using an interactive and engaging methodology that helps participants experience the results-producing power of *The Oz Principle*. Workshop participants will receive:

- A copy of The New York Times Bestselling book, *The Oz Principle*
- The Oz Principle Accountability Training Workbook
- Steps To Accountability 8.5x11 Wall chart
- Steps To Accountability Pocket Card
- LIFT Accountability Coaching Pocket Card
- Focused Feedback Scorecard
- Voting Card

“Only when you assume full accountability for your thoughts, feelings, actions, and results can you direct your own destiny; otherwise someone or something else will.”

Roger Connors and Tom Smith,
The New York Times Bestselling Authors of The Oz Principle

Ranked year after year as one of the Top Five Bestselling business books in the “leadership” and “performance” categories, *The Oz Principle* has become the classic text for workplace accountability. Using the Steps To Accountability as the centerpiece of The Oz Principle Accountability Training, Partners In Leadership shows how to create greater individual and organizational accountability by moving Above The Line:



A thin line separates success from failure, the great companies from the ordinary ones. Below that line people languish in excuse making, blaming others, confusion, and an attitude of helplessness, while above that line they liberate themselves with a sense of reality, ownership, commitment, solutions to problems, and determined action. Only by moving Above The Line and climbing the Steps To Accountability, to See It, Own It, Solve It and Do It, can individuals and organizations achieve their full potential.

Accountability produces results.

Mike Eagle
Vice President
Eli Lilly & Co.,
Global Manufacturing

“Management today is more complex than ever, and the literature is full of techniques with many gimmicks. The Oz Principle is so fundamental, and easily understood, that I believe it can have a positive impact in any organization. I will continue to encourage its application in every organization with which I am affiliated.”

Workshop Description

The Oz Principle Accountability Training Workshop consists of five training modules, typically delivered in a one-day format. Partners In Leadership Executive Facilitators use enhanced learning methodologies to deliver the training in a way that accelerates implementation and sustained application, including:

- Interactive Exercises
- Small and Large Group Debriefs
- Team Application Sessions
- The 5-D's® Fast Training Model

CREATING A CULTURE OF ACCOUNTABILITY®

Partners In Leadership Executive Facilitators begin this workshop by introducing *The Oz Principle* and how it has benefited thousands of clients worldwide. They introduce a new, positive view of accountability that is empowering and motivating. Throughout the workshop, the principles of positive accountability are applied to Key Organizational Results. Participants also learn how to use the popular Results Pyramid model to create a Culture of Accountability.

THE STEPS TO ACCOUNTABILITY®

This segment of the training introduces the Steps To Accountability and shows what it means to operate Above The Line and Below The Line.® Participants learn how to apply the See It, Own It, Solve It and Do It 16 Best Practices in their daily work.

SEE IT®

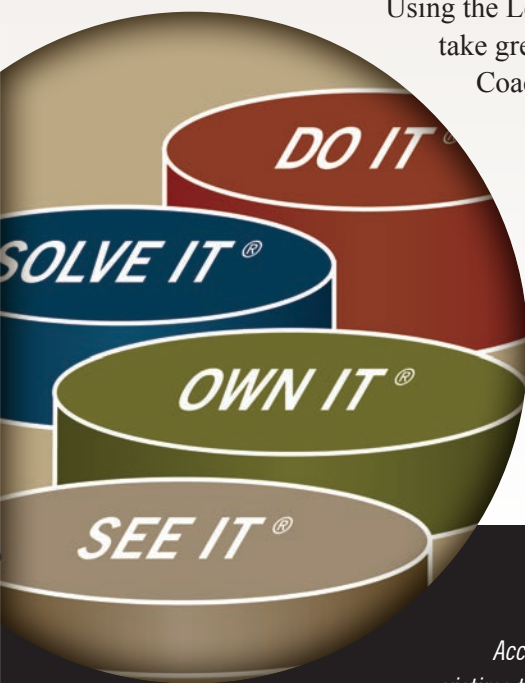
Participants take the first step Above The Line and See It. They learn how to give and receive Focused Feedback® around achieving Key Organizational Results.

OWN IT®

Using the Levels of Ownership, participants learn how to help the people they depend upon take greater ownership for achieving results. They practice the LIFT Accountability Coaching Model,® which they can use to help others operate Above The Line.

SOLVE IT® AND DO IT®

Workshop participants learn how to use the Solve It question to overcome obstacles and accelerate progress toward achieving Key Organizational Results. The concept of Joint Accountability is introduced and applied. Each participant translates the training into specific actions in the form of a Personal Accountability Plan. Here, participants make commitments needed to accelerate the transition to a Culture of Accountability. They also learn how to use the Focused Feedback Scorecard - a crucial tool, which creates continual support for Creating A Culture Of Accountability.



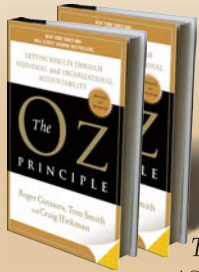
Accountability produces results.

"After implementing the simple, yet profound Steps To Accountability, our associates have transitioned from being victims to being accountable for getting results after a few short months of implementation.

John Gronnel
Regional HR Manager
Office Depot, Business Services Division

The Three Tracks to Creating Greater Accountability®

Partners In Leadership's full Accountability Training program includes three training tracks that constitutes their unique and comprehensive approach to building greater accountability for results. Together, these three tracks systematically build capability and leadership at the individual, team and organizational levels. Accountability Training helps clients achieve their key objectives, such as increasing revenue and profitability, reducing costs and successfully implementing major organizational initiatives.



self

The OZ PRINCIPLE®
ACCOUNTABILITY TRAINING®

The TAKING Personal Accountability Track™

This Track lays the foundation of personal accountability for achieving results and is based upon the concepts presented in The New York Times Bestselling book, *The Oz Principle: Getting Results Through Individual and Organizational Accountability*. The training introduces the Steps To Accountability® and helps people embrace their own accountability for achieving Key Organizational Results. With this foundation of greater personal accountability, participants take the steps that will help them move Above The Line® to See It, Own It, Solve It and Do It.®

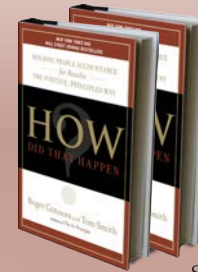


culture

The CULTURE of
ACCOUNTABILITY® PROCESS

The BUILDING An Accountable Culture Track®

This Track builds on the foundation of the Self Track by accelerating the transition to a Culture of Accountability.® The Culture of Accountability Process presents the principles and practices contained in The New York Times Bestselling book, *Change the Culture, Change the Game: The Breakthrough Strategy for Energizing your Organization and Creating Accountability for Results*. This process introduces The Results Pyramid® and the performance improvement technology of Cultural Beliefs,® as well as the Key Culture Management Tools proven to accelerate the individual and organizational change needed to achieve Key Organizational Results.



others

The ACCOUNTABILITY
SEQUENCE® TRAINING

The HOLDING Others Accountable Track®

This Track completes the comprehensive program for implementing greater accountability at every level of the organization and is based upon the groundbreaking approach to holding others accountable presented in The New York Times Bestselling book, *How Did That Happen? Holding People Accountable for Results the Positive, Principled Way*. The training introduces the Accountability Sequence and shows how to hold others accountable for results in the positive, principled way - a way that stimulates morale and inspires people to deliver on expectations and get great results.

Purpose of the Training

To help workshop participants learn how to take greater personal accountability for achieving key organizational results in spite of difficult circumstances and challenging obstacles.

For over two decades, Partners In Leadership has tested and refined the implementation of these results-producing principles and technologies that assist leaders and teams in achieving their key results. Their successful global track record has established them as both thought leaders and expert practitioners on creating rapid culture change and greater accountability at every level of the organization. They continue to innovate and develop results-focused approaches to leadership effectiveness used by organizations around the world.

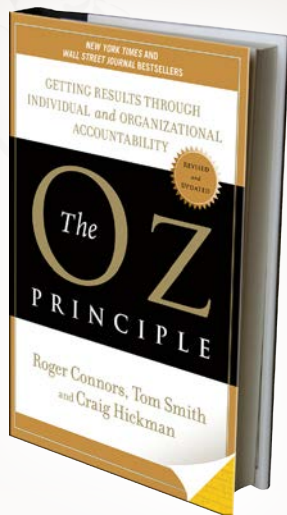
About Partners In Leadership

Partners In Leadership is a widely respected international management consulting and training company and the premier provider of Accountability Training services around the world. They have assisted thousands of companies and hundreds of thousands of people, from the executive suite to the front-line workforce, in understanding how to create greater accountability for Key Business Results on their teams and in their organizations. Partners In Leadership's Three Tracks to Creating Greater Accountability is used to achieve:

- Performance Improvement
- Leadership Development
- Teambuilding/Alignment
- Change Management
- Personal Development
- Accelerating Culture Change

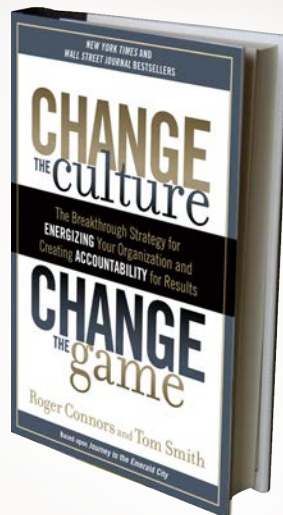
Partners In Leadership's Accountability Training services are used in more than 50 countries by companies in most major industries. Their clients include all 13 of the "most admired" pharmaceutical companies in the world, almost half of the Dow Jones Industrial Average and nearly half of the Fortune 50 largest companies.

Partners In Leadership offers the authoritative bestselling trilogy on accountability by **THE NEW YORK TIMES Bestselling Authors** Roger Connors and Tom Smith



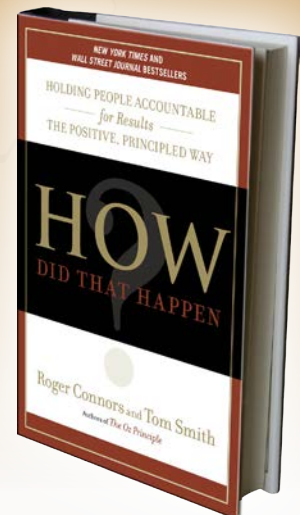
The Oz Principle

Getting Results Through Individual And Organizational Accountability



Change the Culture, Change the Game

The Breakthrough Strategy for Energizing your Organization and Creating Accountability for Results



How Did That Happen?

Holding People Accountable for Results the Positive, Principled Way

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