



Accountability: Getting Commitment to Deliver Results

People, especially employees in today's corporate world, place high importance on their contributions to their organization. The problem is when they are unsure how their every day actions and behaviors affect the organizational goals. This leads to an unengaged and uninspired workforce, who lack the passion to take full accountability for their tasks, projects, and behaviors. When an organization lacks the individual and group accountability needed to achieve the desired outcomes, it's your leaders that are the solution. Leaders set and deliver the vision to their employees in a way that not only explains why it's important, but how it's important to them as individuals. In Eagle's Flight's one-day accountability course, *The Leaders Imperatives™*, your leaders acquire an understanding of accountability, the importance of personal integrity and passion for what they're doing, and how to build accountability in individuals and their teams.

THE OUTCOME

Leaders will return to work with the ability, tools, and confidence to:

- Demonstrate accountability and stay the course, even in the face of significant setbacks
- Create an environment of accountability for direct reports
- Establish a culture of continuous personal and performance development through continuous learning
- Determine if a situation calls for decisive action or greater review, and identify the most appropriate course of action
- Model cultural values while consistently delivering excellent results



Left with questions? Wondering what a partnership could look like? Give us a shout!

Toll-Free North America: 1-800-567-8079 • International: +1-519-767-1747 • www.eaglesflight.com
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THE DETAILS



1-day
program



5 - 40
participants



Ideal for mid-level
and senior leaders



Customization and
delivery options
available



Post-course
reinforcement
available

THIS ISN'T YOUR ORDINARY LEARNING EXPERIENCE

An Eagle's Flight experiential learning program is unlike anything you or your participants have seen before – it's not another lecture, case study, or role-play. Through interactive, experiential-based learning your participants will not only learn new skills and knowledge, but get the chance to put that learning into action and practice them as they apply to their life on the job. We frequently use our "40, 40, 20" formula when delivering training. This translates to 40 percent of the time spent on conviction and knowledge transfer, 40 percent on practice with that knowledge, and then 20 percent on how to apply the learning back on the job. This all comes together to produce a change in behaviors that deliver expected results.

Why do we do this? We take this approach to training because by personally experiencing the results that come from applying their existing behaviors in the experiential portion of training, participants see the link between their performance in the experience and the changes they need to make to maximize performance at work. A powerful debrief reinforces the lessons learned in the experience and shows how to apply those lessons back on the job. New competencies are developed, learnings are retained, and individuals are more likely and better able to enthusiastically apply their new knowledge to improve their day-to-day performance.



"The use of your experiences to build understanding and conviction is an Eagle's Flight trademark; and one which, in my opinion, is a true differentiator that sets you apart from all others in your field."

Marc Caira, Vice Chair, Restaurant Brands International



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