

others TRACK™ TRAINING

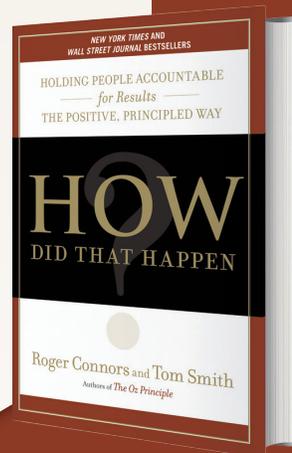
The Holding Others Accountable Track®

Based on The New York Times Bestseller *How Did That Happen?*

This Others Track Training is based on The New York Times, Wall Street Journal, USA Today and Amazon.com Bestselling book, *How Did That Happen? Holding People Accountable for Results The Positive, Principled Way*. This training provides a powerful guide for anyone, at any level of the organization, holding others accountable for results the positive, principled way.

The central feature in this training is the Accountability Sequence Model that consists of two parts: the Outer Ring® and the Inner Ring®. The Outer Ring describes how to effectively establish the expectations that we hold others accountable to fulfill. The Inner Ring addresses how to manage unmet expectations in a way that will turnaround performance and help others achieve the result. The entire training concentrates on increasing both individual and organizational capability for fulfilling Key Expectations - where failure to deliver is not an option.

There are two sides to the “accountability coin”: taking personal accountability and holding others accountable. Partners In Leadership’s popular The Oz Principle® Accountability Training® focuses on the one side, taking greater personal accountability for achieving Key Organizational results, while the Others Track Training focuses on other side, holding others accountable in a way that simultaneously produces results and builds morale.



Objectives Of The Training

- Successfully achieve individual and organizational Key Expectations by applying the Accountability Sequence Model.
- Improve positive Accountability Connections™ throughout the Expectations Chain.®
- Learn how to maximize the advantages and avoid the disadvantages of the common Accountability Styles.®
- Master the sequence in the Outer Ring for forming Key Expectations.
- Learn to navigate the Inner Ring and manage unmet expectations.
- Practice the steps of the Accountability Conversation® to quickly identify the reasons for missed performance and the solutions for improved results.

Anthony J. Cimino
President & CFO
CMX

“As one of our executive said recently, “this is one of the best investments we’ve made in training for our managers.”



**Partners In
Leadership®**

THE ACCOUNTABILITY TRAINING
& CONSULTING COMPANY®

THE ACCOUNTABILITY SEQUENCE®

Completing their comprehensive three-part series on accountability, Partners In Leadership's New York Times No. 1 Bestselling leadership book, *How Did That Happen?* introduces the complete framework for holding people accountable with the Accountability Sequence. The Sequence highlights the key to holding others accountable in a way that produces results, motivation and morale: effectively establishing expectations by taking the steps in the Outer



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Ring. These steps create positive accountability connections as people Form, Communicate, Align and Inspect Key Expectations. Managing unmet expectations is most effectively achieved by having the Inner Ring Accountability Conversation.



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, *How Did That Happen?*
- The Others Track Training Workbook
- Key Expectations Card
- The Accountability Sequence Ring
- The Accountability Sequence 8.5"x11" Wall Chart

"The Accountability Sequence way paves a simple, rational, and fair path to getting it right, When you get accountability right, people respond. When you get it wrong, they rebel."

Roger Connors and Tom Smith,
The New York Times Bestselling Authors of
How Did That Happen?

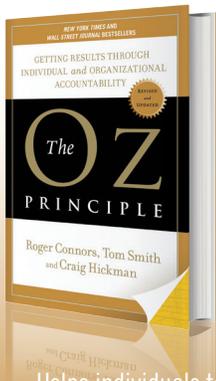
John Gardynik
President
RxAmerica

"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."



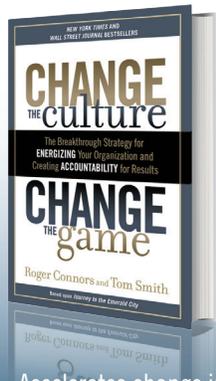
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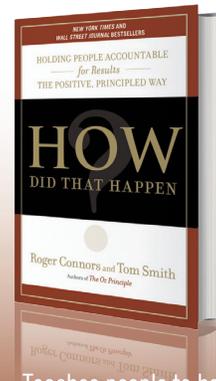
self TRACK™

Helps individuals take greater personal accountability for achieving organizational results



culture TRACK™ TRAINING

Accelerates change in organizational culture to where people think and act in the manner necessary to produce the results needed now.



others TRACK™ TRAINING

Teaches people to hold others accountable for results in a positive, principled way to successfully deliver on expectations.

THREE TRACKS to Creating Greater Accountability®

BILLIONS

in increased shareholder wealth FOR OUR CLIENTS

Partners In Leadership, Inc., founded in 1989 by New York Times bestselling authors Roger Connors and Thomas Smith, is the world's premier provider of Accountability Training® services, offering exclusive business solutions in 14 practice areas. The training benefits from a solid foundation in the innovative Three Tracks To Creating Greater Accountability, (Self, Culture, Others), each of which is based on a New York Times Bestselling book, and specifically developed to assist organizations in developing leaders and achieving key results. The positive impact of their training and consulting work has been dramatic – billions of dollars of increased shareholder wealth and vastly improved organizational morale and workplace environments.

FOURTEEN

PRACTICE AREAS

- Accountability
- Accelerating Culture Change
- Employee Engagement
- Execution & Implementation
- Executive Team Alignment
- IT Culture
- Leadership Development
- M&A Cultural Integration
- Performance Improvement
- Personal Development
- Product Development Culture
- Sales Performance
- Teamwork & Trust
- Turnarounds

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