The Taking Personal Accountability Track®

Based on the New York Times Bestseller The Oz Principle

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, 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.

Objectives Of The Training
- 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.

“...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
THE STEPS TO ACCOUNTABILITY®
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.

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:

- The Oz Principle Accountability Training Workbook
- Steps To Accountability Pocket Card
- LIFT Coaching Pocket Card
- Focused Feedback Scorecard
- Above The Line Flash 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*

PILtools.com is the industry’s first ever post-workshop online resource, providing guided implementation tutorials. It was designed with workshop participants in mind, available exclusively to them, to assist in fully implementing, integrating, and sustaining the principles and practices of greater accountability learned in the workshop.
CREATING A CULTURE OF ACCOUNTABILITY®
Partners In Leadership Leadership Consultants and 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 best practices in their daily work.

SEE IT®
Participants take the first step Above The Line to See It, and experience the 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®
Workshop participants learn how to use the Solve It step to overcome obstacles and accelerate progress toward achieving Key Organizational Results. They also see how to apply the concept of Joint Accountability.

DO IT®
Participants translate the training into specific actions in the form of a personal Accountability Plan where they make the commitments needed to accelerate the transition to a Culture of Accountability. They also learn how to use the Focused Feedback Scorecard, a crucial tool for Creating a Culture Of Accountability.®

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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.