

A top-down view of a desk with a coffee cup, paper clips, a keyboard, a clipboard, and a plant. The coffee cup is white with a wooden saucer. There are two gold paper clips, a portion of a white keyboard, a clipboard with a wooden handle and silver clip, and a small green plant with three leaves in the bottom right corner. The text "Creating a Culture of Accountability in Today's Workplace" is centered over the image in white, with a white underline under the word "Workplace".

Creating a Culture of Accountability in Today's Workplace

A large black circle is centered on a light gray background. Inside the circle, the text "CAN YOU RELATE?" is written in a bold, white, sans-serif font. The text is centered both horizontally and vertically within the circle.

CAN YOU RELATE?



Overview

1. Current situation (what)
2. (Why) are we in this situation?
3. (How) do we change it?



Discussion



- What are the consequences of hiring just to fill a position?
- Why do we keep doing it?



**WORKPLACE
CHANGE
AHEAD**

- Values/Alignment
- Hiring/Onboarding
- Accountability





Core Values

business

analysis
accountable
purpose
rule
integrity
success
employees
goal
mission
strategy
culture
conduct
people
objectives
objective
marketing
accountability
principle
charter
principles
motivational
plan
service
concept
conditions
guiding
compliance
moral
education
competence
corporate
idea
standards
excellence
guidance
vision
priority
visionary
important
ideology
protocol
management
ethical
beliefs
organization
professional
terms
conceptual
ethic
marketing
word
achievement
honesty
morality
statement
leadership
teamwork
commitment
code
ideals
trust
industry
customer
responsibility
value
industry

what
are
your
values?



**Are the values of your
organization known and
demonstrated?**

If so, how?



Discussion



- Select one value
- Expand that value into a behavioral statement.
- Identify non-negotiables related to the value. (we can not tolerate.....)

https://www.youtube.com/watch?v=6Bdhi_T9Q0Q

A close-up photograph of a hand placing a white puzzle piece into a larger puzzle piece. The larger piece is blue and has the text "Our Culture" printed on it in white. The smaller piece being placed is white and has the text "New Hire" printed on it in black. The background consists of other white puzzle pieces.

**Our
Culture**

**New
Hire**



- What questions can we ask based on this value?
- What if we interviewed for culture 1st and Skills 2nd?
- What do you need walking in the door?

Accountability is about taking
care of each other.





Do managers ignore employee behavior and performance issues?

**Responsibility equals
accountability equals
ownership. And a sense
of ownership is the most
powerful weapon a team
or organization can have.**

Pat Summitt



<https://www.youtube.com/watch?v=kHzxiNxg124>



Ownership

Accountability

Responsibility



How do we encourage
employees to take
ownership?

A spiral-bound notebook with a white cover and silver metal spiral binding is placed on a rustic wooden surface. The words "Key Takeaways" are written in a large, bold, black sans-serif font across the middle of the page. A grey ballpoint pen lies diagonally across the bottom right corner of the notebook. The wooden background has a prominent grain and some knots, adding to the natural, textured feel of the image.

Key Takeaways

Thank
you!

Kim Nash
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