



Key Learnings from the DrawSuccess Contribution & Accountability Program

Going through an activity to ensure high levels of Accountability from the participants as well as the program facilitator.	
Recognizing the skills, talents and contributions of each team member and assigning roles and responsibilities to match each person's natural strengths.	
Identifying the use and frequency of each participant's skills in his or her job.	
Understanding the impact of Contribution and Accountability on the achievement of organization and team goals.	
Defining and measuring the effect of Accountability.	
Reviewing the individual, team and organization goals from the past year and identifying which goals were not achieved, whether the factors were controllable or uncontrollable, and how to learn from the experience to help achieve future goals.	
Determining the actions to take to have more accountability toward achieving future goals.	
Sharing the reasons why people may not be contributing their best – or equally - and whether the reasons are justified or not.	
Determining the qualities of effective leaders and ways each employee can be a better leader by demonstrating higher levels of accountability.	
Suggesting the things managers can do to bring out the best from each employee.	
Discussing the ways employees and leaders can show more accountability by taking responsibility, admitting mistakes and other Accountability measures.	
Coming up with opportunities for the organization during a slow or downturn economy.	
Identifying the character strengths and talents that develop through change and challenge.	
Identifying the organization, group and individual values and how they relate to Contribution & Accountability.	
Discussing the ways organizations (including your organization) model their values, and how they may not.	
Rating the organization on its ability to hire, communicate, deliver and reward based on values.	
Learning the causes of and attitudes toward risk and failure and how to “fail forward fast” by learning from the past.	
Sharing the problems that cause people to look for another job .	
Identifying the actions and behaviors that earn or lose respect from others.	
Learning the ways to create a happy, productive and motivated workplace for people with different personality and behavioral styles .	
Sharing advice for working better with others.	
Getting input from others on how they perceive you.	



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Sharing experiences to build trust, cooperation and higher levels of communication.	
Understanding and progressing through a proven model to maximize team performance.	
Learning how to recognize and adapt to other personality and behavioral styles so that each person can work better with others.	
Engaging teams to identifying and solving their own problems .	
Sharing the things that each team member appreciates about everyone on the team.	
Creating development plans for each team member including the strengths each would like to cultivate.	
Taking action on the ideas generated from the event to create individual, team and organization goals and actions to deliver results.	
Measuring, aligning and achieving individual and team goals.	
Sharing the ways each individual reacts to change.	
Learning and sharing the distinction between excuses and reasons.	
Understanding the four reasons people don't contribute their best .	
Exploring the Pitchforks (Behavioral Blocks to Accountability) and Halos (Signs of Accountability), and engaging in an activity to reinforce the learning.	
Progressing through The Four Stages of Team Development.	
Going through a Case Study exercise to learn how to overcome the breakdown in Accountability between groups and departments.	
Performing an exercise to identify individual contributions toward achieving specific results.	
Delivering the nine step process to accelerate results.	
Turning Ideas into SMARTER Goals.	