

Accountability - The Best Choice

Summary

There are many employees not dedicated for his/her assignment, that cause low productivity. They will complain the resources are limited, support are low and so on. We call the status as the Vortex of Decadence, which has six types of behavior:

- Ostrich head in the hole: If you don't see, there is no problem.
- No my business: It is not my job, I don't care.
- Others' fault: Find someone else, who made it.
- It's up to you: If you want my support, tell me, then I will decide I can do it or not.
- Cover up: Cover my ass.
- Wait and see: Don't rush, the problem will be solved by tomorrow.

Some employees will say: "this job is not in my job description", or "I will help you as a favor." That makes the leader very difficult to move thing around. If the business is stable which is ok. If the market is dynamic and challenging, then there are lots of changes have to be made. The lack of accountability will cause the organization to be bankrupt. That is why business guru said: Accountability is the foundation of execution.

There are two topics in this course: Accountability and ARCI:

- Accountability: The responsibility is the core concept of China culture, however there is no accountability concept. That is why the employees will said: "I will do my best", but very few will said: "I will deliver the result no matter what!" In this course, we will give the participants as new perspective of accountability. The new perspective will make the participants believe the accountability is not only for the company, but for myself at the same time.
- ARCI model: The concept is critical, however how to apply the accountability in the cooperation with others. ARCI model is the best way to apply the accountability in the working process. There are two different models: RACI and RASCI. However, ARCI model is more applicable in China culture.

The title of the training is "Accountability - The Best Choice". That is because the accountability is the best choice toward the success and happiness.

Learning Process

There are lots of different training activities in the training:

- What is accountability, and why it is critical
- The true moment for accountability
- How to turn the vortex of decadence to the ShengYan Law
- How accountability make you success
- The difference of achievements are defined by people's choice
- ARCI Model
- Application of accountability in life

Benefits

After the training, the participants will learned:

- The difference between responsibility and accountability
- How to judge the attitude in the true moment
- Identify the behaviors and language in the vortex of decadence
- Master the ShengYan Law
- How to work with ARCI model
- The priority by accountability
- Why take the accountability in life

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Model	Description	Time	Activities
Introduction	<ul style="list-style-type: none"> • Opening • Ice breaking • Rules • Introduction 	30min	<ul style="list-style-type: none"> • Lecture • Introduction • Guess game
Module 1: Definition of Accountability	<ul style="list-style-type: none"> • Objective: identify what is accountability, and what is the true moment • Definition of accountability: It is new for Chinese culture • Responsibility vs accountability • Accountability is the result oriented • True moment of accountability • Activity: The scenario of true moment 	30min	<ul style="list-style-type: none"> • Lecture • Group discussion
Module 2: Principles of Accountability	<ul style="list-style-type: none"> • Objective: The process of accountability • Vortex of decadence • ShengYan Law • The power of choice • The result of accountable behavior • Activity: the 9 scenario of accountability 	90min	<ul style="list-style-type: none"> • Lecture • Group discussion
Module 3: ARCI Model	<ul style="list-style-type: none"> • Objective: application of ARCI model • The challenges of working with others • The problem of SOP • Introduction of ARCI model • Activity: Role play of the meeting with different team • Activity: Application of the ARCI model to real job environment 	150min	<ul style="list-style-type: none"> • Lecture • Group discussion • Role play • Problem solving
Module 4: Application of Accountability	<ul style="list-style-type: none"> • Objective: how to apply the accountability • Guess who he is? • How to be the accountable person, the process and why • The real story of personal growth • Accountability and the time management • Activity: Why we should be accountable 	90min	<ul style="list-style-type: none"> • Lecture • Group discussion
	Training hours:	6 hours 30 min	