

Creating a Culture of Ownership

DEFINITION

accountable adjective

ac·count·able (ə-ˈkaʊn-tə-bəl)

1 : subject to giving an account : ANSWERABLE

held her *accountable* for the damage

2 : capable of being explained : EXPLAINABLE

... leaving aside variations *accountable* as printer's errors..
- Peter Shaw

At best, you'll get people to

But you'll never receive their

accountable adjective

ac·count·able ə-ˈkaʊn-tə-bəl 

Taking ownership of my
actions and results.



NEW DEFINITION

Ownership Mindset

An ownership mindset is all about embracing personal responsibility and acknowledging your power to influence your life's direction.



Mindset

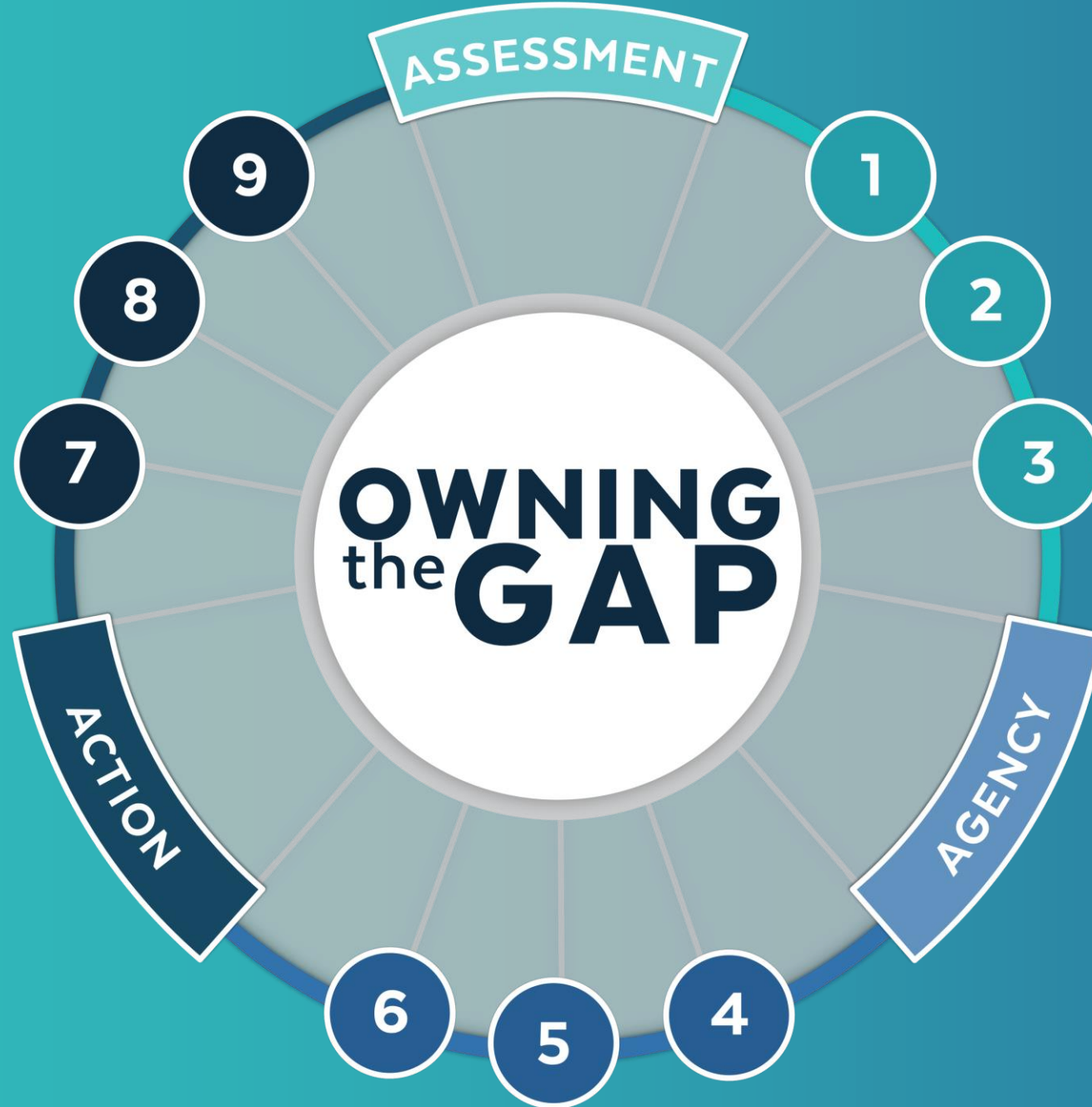
Developing your **ownership** mindset



Step 1: Control your focus

Step 2: Understand your own limitations

Step 3: Change your perspective on failure



ASSESSMENT

Assessment starts with **understanding** the lay of the land.

It's about making sure we don't put our heads in the sand, we don't sweep things under the rug, that **we seek out the truth**, and **we tell the truth** as we see it.

Assessment is making sure we are operating and making decisions in the context of **current reality**.



AGENCY

Agency is the ability to **pilot your life** in the direction you want to go.

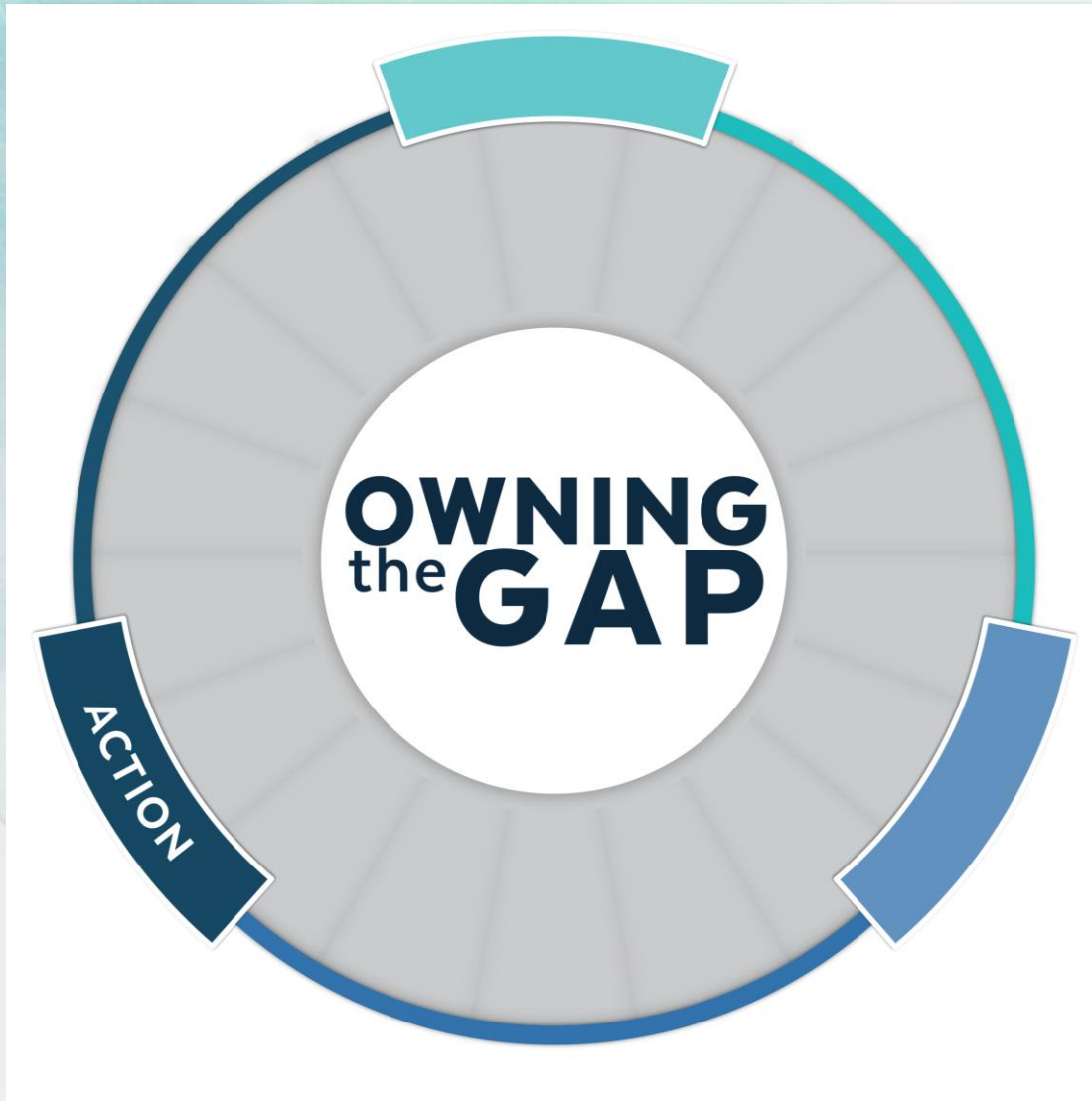
Agency is choosing to be a **part of the solution** and knowing you have what it takes to do so.

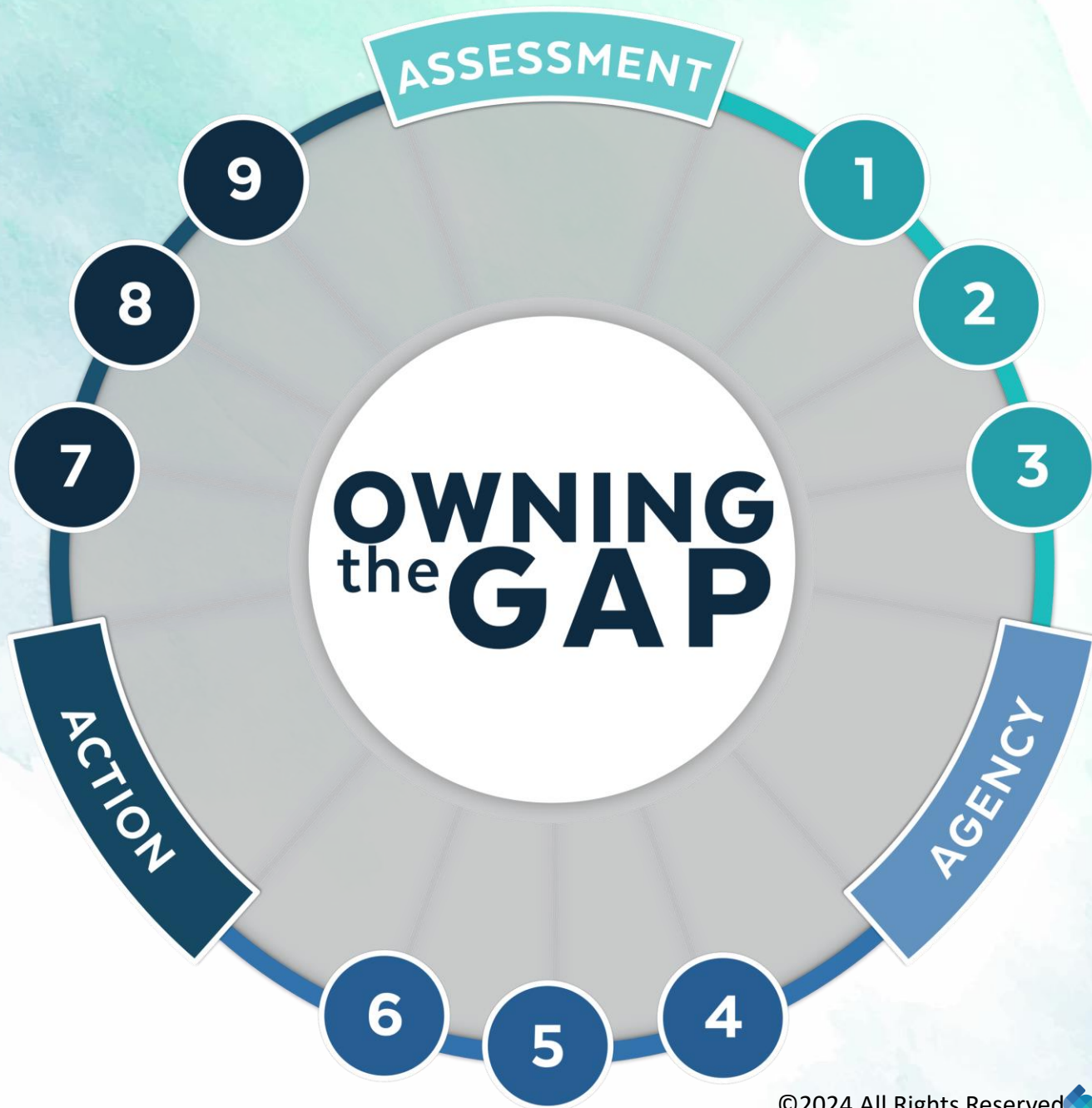
Agency is the **sense of control** you feel in your life. Your capacity to influence your own **thoughts** and **behaviors**.



ACTION

Action is what we do to solve a problem or achieve the goal. It's about having a **clear roadmap** and **following through** to achieve results.





ASSESSMENT

1. Identify the gap (i.e. problem, challenge, opportunity.)
2. Seek insight from others.
3. Evaluate and articulate ideal future state.

AGENCY

5. Acknowledge how you've contributed to the gap.
6. Decide and commit to being part of the solution.
7. Engage with others to co-create solutions.

ACTION

9. Write a SMART goal.
10. Develop and execute an action plan.
11. Celebrate and learn from both success and the right kind of failure.

Take Action



3 Roles of a Leader in a Culture of Ownership



CATALYST



COACH



CHEERLEADER

Role of a Leader in a Culture of Ownership

5 Steps to improve the ownership mindset as a catalyst:

- 1. Teach it
- 2. Model it
- 3. Expect it
- 4. Guide it
- 5. Celebrate it



CATALYST

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.

- The OZ Principle



Thank you!

Brian P. Moran & Michael
Lennington



Uncommon Accountability

Kerry Patterson, Al Switzler, David
Maxfield, Ron McMillan, Joseph



Crucial Accountability

Roger Connors, Tom Smith, Craig Hickman
Grenny



The OZ Principle



Sources Cited