

# Accountability in the Workplace

FOR FRONT-LINE LEADERS — Manufacturing • Construction • Utilities • First Responders

**Your supervisors set the standard your team actually follows. Most of them have never been taught how to hold it — for themselves, or for anyone else.**

Organizations with strong accountability cultures see **significantly higher engagement** and lower voluntary turnover — and Gallup research shows that **70% of team engagement variance is driven by the direct supervisor**, not pay, not perks, not the company mission. The front-line leader sets the standard the whole team lives by. When they hold it consistently, trust and performance follow.

**This session gives your supervisors the framework to hold themselves and their team accountable — without it turning into silence or a blowup.**

## THE BUSINESS CASE FOR THIS TRAINING

**2X**

More likely your best performers disengage when weak performance goes unaddressed nearby

**1st**

Conversation a leader avoids is the one their team is most quietly waiting for them to have

**70%**

Of engagement variance is driven by the direct supervisor — not pay or perks

**\$0**

Budget required to start — accountability is a leadership behavior, not a program you have to buy

Sources: Gallup State of the American Workplace • SHRM • Harvard Business Review • DDI

## WHAT YOUR LEADERS WILL LEARN

- ✓ Recognize why accountability — held consistently — is the foundation of trust and growth
- ✓ Apply the Own It / Name It / Close the Loop framework to themselves and their team
- ✓ Have direct accountability conversations that name behavior, not character
- ✓ Follow up consistently — closing the loop instead of letting commitments evaporate

### What Changes Immediately:

- ✓ Supervisors start naming gaps directly instead of letting them slide
- ✓ Follow-up conversations get scheduled instead of forgotten
- ✓ Standards become consistent — applied the same regardless of who it is

### THE ACCOUNTABILITY FRAMEWORK

*Three Steps. Self and Team. Every Leader.*

**O OWN IT** Model the standard before you enforce it — for yourself and your team

**N NAME IT** Specific, observable, non-personal language — the behavior, not the character

**C CLOSE THE LOOP** Follow through on commitments — most accountability fails at the missing second conversation

*Plus: Accountability Conversation Guide • Self-Assessment • Practice Scenario Worksheets • Action Planning Guide*





- ✓ Teams trust leaders more, because what they say and what they do finally match

*"The impact of their work has been incredible — fostering a new generation of capable leaders. Their curriculum is remarkably specific, addressing our unique organizational needs with precision. I wholeheartedly endorse Rising Tide Solutions."*

— **Jim Rhodes**, SVP, Wayne Brothers Companies

Your supervisors won't remember the meeting where nothing was said. **They'll remember the training that gave them the confidence to act.**

#### SESSION AT A GLANCE

-  45 Minutes
-  In-Person or Virtual
-  Front-Line Leaders
-  Up to 20 per Session

#### Package Includes:

- ✓ PowerPoint instructor presentation
- ✓ Student handout & worksheets
- ✓ Accountability self-assessment tool
- ✓ Accountability conversation question bank
- ✓ Action planning guide
- ✓ Complete instructor delivery guide

★ **Group, Law Enforcement & First Responder Discounts Available**

#### HOW TO DELIVER IT

##### **RTS In-Person or Virtual**

Our certified facilitators deliver at your facility or via live virtual session. Zero prep required from your team.

##### **Teach It In-House**

Every package includes a full instructor guide built on our Train-the-Trainer methodology — your team delivers independently.

##### **Add All 20 Classes**

Bundle the complete 20-class Lunch & Learn Series for comprehensive front-line leader development across your entire supervisory population.

### Get This Class

<https://therisingtidesolution.com/>

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