

RISEING TIDE SOLUTIONS LLC

Own It:

Leveraging Accountability for Growth

A Course in Ownership, Standards, and Growth

A Rising Tide lifts all boats.

Your people are being held accountable. Who taught them how?

Most organizations expect accountability — few ever teach it. Standards slip because leaders aren't sure how to hold them without making it personal. Performance conversations get avoided because nobody showed them how to have one. Culture drifts because the people closest to the work never got the tools. The knowledge exists. It has simply never been handed to the people who need it.

Own It is the complete answer — in a single download.

Four connected 2-hour classes, every word scripted, every minute timed, every slide ready to project — delivered by the supervisors and leaders your teams already trust. No outside facilitator to schedule. No certification to buy. No per-seat fees. One site license, unlimited leaders trained, forever.

And if you would rather we teach it, we do that too — **contact us for pricing and scheduling.**

4

MODULES

12

PRODUCTS

2 HRS

EACH CLASS

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PARTICIPANTS

THE FOUR MODULES

Each module: 2 hours of instruction + 10-minute break + 10-minute debrief — run them monthly, weekly, or as a two-day intensive

MODULE

01

Accountability, Redefined

Explain what real accountability is, distinguish growth-driven accountability from blame culture, and articulate why accountability must start with the leader.

MODULE

02

The Many Faces of Accountability

Identify and apply the accountability practice that best builds growth rather than compliance — from recognition and development investment to clear expectations and fair consequences.

MODULE

03

Where Accountability Lives

Identify where accountability lives across an organization — from self to cross-functional teams — and explain why leadership accountability anchors every other level.

MODULE

04

Leading Accountability: Growth Over Blame

Lead accountability — both giving it and receiving it — in a way that builds trust and drives growth, without making it personal.

Four modules, one arc: define it clearly, apply it precisely, map it completely, and lead it without flinching.

WHAT YOU ACTUALLY GET

Twelve professional products — three per module, 100% digital, downloaded at checkout

THE PRESENTATION	THE INSTRUCTOR GUIDE	THE STUDENT GUIDE
Animated, click-by-click, ready to project. Every reveal already choreographed to the lesson.	Word-for-word scripts, slide cues, timing tables, and facilitation keys — written so a first-time facilitator delivers to standard, on time.	Every scenario, worksheet, and self-assessment, plus note space — reproduce a copy for every leader in the room.

YOUR FIRST CLASS, IN THREE STEPS

1 — DOWNLOAD Buy online. Links arrive by email at checkout — all twelve products, the same day.	2 — SCHEDULE Pick your facilitator and a date. They prepare from the Instructor Guide's scripts and timing.	3 — TEACH Print a Student Guide per person, project the deck, deliver Module 1.
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BUILT SO IT ACTUALLY GETS TAUGHT

Written for a first-time facilitator. The Instructor Guide assumes the person teaching has never taught this before — scripts are word-for-word, cues state exactly what each click brings, and the timing table runs minute by minute.

Everything matches. Shared reference numbers across the slides, the Instructor Guide, and the Student Guide keep the whole room on the same page — literally.

Any room, any schedule. Classroom, conference room, or virtual; one module a month as a series, one a week as a program, or all four as a two-day intensive.

WHO IT IS FOR

The leaders closest to the work: supervisors, forepersons, superintendents, shift leads, team leads, crew chiefs, line leads, project managers, station officers, and department heads — plus the high performers you are preparing for those roles. Groups of 3–20 per session, in a classroom, conference room, or virtual meeting.

THE LICENSE — SIMPLE ON PURPOSE

One site, one license, one price. Licensed per geographical site of your organization. Perpetual — no renewal, no subscription, no expiration.

Unlimited internal use. Print, copy, and distribute every product inside your organization without limit — unlimited participants, unlimited sessions, zero per-seat fees.

All digital. Download links arrive by email the moment checkout completes.

Proprietary and locked. All content is the intellectual property of Rising Tide Solutions LLC and is delivered as locked files. Reproduce it freely inside your organization — but altering, rewriting, rebranding, or repurposing the content is not authorized under this license.

Want it in your colors? Rising Tide can produce the entire course — slides, Instructor Guides, and Student Guides — in your organization's branding, with your logo, colors, and terminology, as a paid customization. We can also produce the full course in Spanish. Contact us for pricing.

Protected. Materials may not be resold or used by outside consultants to train other organizations without expressed consent from Rising Tide Solutions, LLC CEO — the license belongs to the organization whose people are being trained.

INVESTMENT

New Course Launch Special — introductory pricing, for a limited time

\$5,995

Own It: Leveraging Accountability for Growth — Complete Course

All four modules. All twelve products. One-time license per geographical site — unlimited participants, unlimited sessions, no renewal, no per-seat fees, ever.

Train 20 leaders and that is about \$300 a seat — for the entire program. Train 50 and it is \$120.

Licensing is per geographical site of the organization — a fixed location such as an office, plant, branch, or station — not per specific job site. Job sites and field crews operating out of a licensed location are covered.

Newly released — this is the introductory price. The license you buy today is perpetual either way. Lock it in.

For perspective: the big-name licensed programs charge roughly \$300 per person in materials for a single course, and a delivered engagement with outside facilitators typically starts in the tens of thousands. Own It delivers the entire four-module program — for every leader you have and every leader you ever hire.

Serving those who serve. Veteran, law enforcement, first responder, teacher, and counselor organizations receive a 20% organizational discount. Contact support@therisingtidesolution.com from your organizational email for a verified discount code.

YOUR OPTIONS, SIDE BY SIDE

	Outside Facilitators	Own It	Branded per-seat programs
Cost model	Per engagement — typically tens of thousands	One flat site license	Per person, per course, plus trainer certification
Who teaches	Their trainer, their calendar	Your leaders — or ours, on request	Your certified trainer (certification required)
Adding people	New engagement	Included — unlimited	New per-seat fees
Industry fit	Generic unless customized at cost	Aimed at operational and frontline work	Generic
Ongoing cost	Every time	None — perpetual license	Every learner

WHY RISING TIDE

Rising Tide Solutions LLC is a Service-Disabled Veteran-Owned Small Business founded and led by a retired United States Marine Corps Sergeant Major with more than 26 years of leadership experience across aviation, human resources, and organizational development. Own It is Rising Tide's accountability course — purpose-built from the ground up as a complete program for operational organizations to own and deliver, with content proven in the field with construction-industry leaders.

The result is leadership training with the Marine Corps' teaching DNA: objectives stated up front, skills practiced in the room, standards you can check — and every class built so the leader teaching it succeeds the first time.

QUESTIONS DECISION-MAKERS ASK

Do our facilitators need certification or experience?

No. The Instructor Guide provides word-for-word scripts, slide-by-slide cues, timing, and facilitation notes — it is written for a first-time facilitator.

How many people can we train?

As many as you have, for as long as you exist. The license includes unlimited internal reproduction of all materials — there are no per-seat fees, ever.

What do we need to run a class?

A projector or screen share, a printed Student Guide and pen per participant, an easel with flip chart or a whiteboard, and a room (or virtual meeting) for 3–20 people. That's the whole list.

Can you teach it for us?

Yes. Rising Tide will deliver the course for your organization. We also build the Train-the-Trainer program per organization — meeting your trainers where they are, so they teach it their way and gain the most from it. Contact us for pricing and scheduling.

Can it carry our branding, or be produced in Spanish?

Yes to both. Rising Tide can produce all twelve products in your organization's branding — your logo, colors, and terminology — and can produce the full course in Spanish. Both are paid customizations: contact us for pricing.

How fast can we start?

Immediately. Every product is digital — download links arrive by email at checkout, and the course is ready to teach the same day.

Is the content locked to one industry?

It's aimed at construction, manufacturing, utilities, and first responder organizations — but the scenarios are operationally generic, and facilitators are encouraged to localize titles and terminology to your environment.

EVERYTHING YOU GET

One purchase, one site license — here is the whole package

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| ✓ Four animated presentations — one per module, ready to project | ✓ Perpetual license — no renewal, no subscription, no expiration |
| ✓ Four Instructor Guides — word-for-word scripts, cues, timing, facilitation keys | ✓ Unlimited participants and reproduction at your licensed site |
| ✓ Four Student Guides — reproducible participant workbooks | ✓ Same-day digital delivery — links by email at checkout |
| ✓ Every scenario, worksheet, and self-assessment the course uses | ✓ Optional add-ons: we deliver it, train your trainers, brand it, or produce it in Spanish — contact us |

The decision in one sentence: a complete, ready-to-teach accountability program your organization owns forever, for less than the cost of sending four people to a branded seminar.

READY WHEN YOUR LEADERS ARE

Lock in launch pricing — purchase and download today at www.therisingtidesolution.com
Questions, organizational discounts, or having us teach it: <https://therisingtidesolution.com/contact-us>
support@therisingtidesolution.com • (262) 745-2309