



The Institute for Management Studies, 201 West Liberty Street, Suite 100, Reno NV 89501

SUBJECT	TAKING OWNERSHIP OF YOUR SUCCESS: PERSONAL ACCOUNTABILITY, YOUR TEAM AND YOU		
FACULTY	MR. MARK SAMUEL		
LOCATION	Cleveland Airport Marriott 4277 West 150th Street, Cleveland OH 44135 (216) 252-5333	DATE	Thursday, December 9, 2010
		REGISTRATION	8:30 AM
		SESSION	9:00 AM - 4:00 PM

TIME TOPICS

20%	Fundamentals of Personal Accountability <ul style="list-style-type: none"> • The Personal Accountability Model • Experiencing victim vs. accountable behaviors • Creating your personal Vision of Excellence • Optimizing your Vision of Excellence to address challenges and change
30%	Taking Ownership for Your Success <ul style="list-style-type: none"> • Personal Accountability Assessment: identifying strengths and areas for improvement • Coaching strategies for personal growth and improvement • Four traps to holding others accountable • Shared accountability - creating a high performance team environment • The five step process for holding others accountable • Responding to others in the victim loop
25%	Identifying Root Causes for Overcoming Obstacles <ul style="list-style-type: none"> • Barriers to being accountable - Identifying what "pushes your buttons" • Developing "recovery plans" to ensure success • Applying "recovery plans" to improve project execution and implementation of change • Four steps for overcoming barriers to being accountable • Developing accountable customer relationships • Developing accountable team relationships
15%	Taking Action to Achieve Breakthrough Results <ul style="list-style-type: none"> • Managing the three zones of change: comfort, punishment and safety • Overcoming your "wall of fear" • Developing your personal accountability action plan & recovery plan • Identifying your support system
10%	Sustaining Success <ul style="list-style-type: none"> • The transition from intention to commitment • Being accountable for success - practical celebration

SEMINAR DESCRIPTION

Increasing personal effectiveness is a requirement for dealing with the demands of our workplace and our desire for work-life balance. Based on taking a Personal Accountability Assessment you will develop your personal vision of excellence and learn techniques for changing your "habits" of performance execution to achieve your goals. You will apply 3 keys for sustaining accountability during projects and change efforts including the development of "recovery plans", a process for holding others accountable and a technique for overcoming the "wall of fear".

FOR RESERVATIONS

Don Gorning
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FACULTY



MR. MARK SAMUEL, President and Founder of IMPAQ, is considered a practical visionary by Fortune 500 companies. He has founded the Center for Peaceful Accountability, a non-profit organization dedicated to enhancing effectiveness and quality of life for communities worldwide. His accountability based performance improvement systems and approach to organizational effectiveness has contributed to benchmark results and sustainability. Mr. Samuel is the author of *The Accountability Revolution: Achieve Breakthrough Results in Half the Time!*, and has been featured in *Fortune* magazine as a top authority on the topic of Accountability. He is an award-winning speaker who moves audiences to effective action with engaging presentations that are inspirational, humorous, interactive, and thought provoking. Mr. Samuel's consulting clients include Genentech Pharmaceuticals, Chevron Corp., Honda Motor, Hewlett-Packard, Kaiser Permanente, PDVSA Petroleum in Venezuela, Southern California Edison, Sun Microsystems, The Royal Bank of Canada, Habitat for Humanity International, US Navy, Lawrence Livermore Laboratories, and the University of California, Berkeley.

GUIDE TO PARTICIPANT SELECTION

SENIOR EXECUTIVE
(Pres, Exec & Sr. VP)

EXECUTIVE
(VP & General Mgr)

SENIOR MANAGER
(Div. & Reg. Mgrs)

MIDDLE MANAGER
& SUPERINTENDENTS

3	3	3	3	3	3	3	3	3	3	3	3	3	3
2	2	3	3	3	3	2	2	2	3	3	3	3	2
1	1	2	2	2	2	1	1	1	2	2	2	2	1
1	1	1	1	2	1	1	1	1	1	1	1	1	1
Admin	Distrib	Engr	Finc	H.R.	Legal	Mktng	IT	Ops	Plng	Pchsg	R&D	Sales	

APPLICABILITY

"1" indicates primary target audience

"2" indicates a good fit if the level of material is appropriate

"3" indicates (in the opinion of the Institute and faculty) limited applicability.

FOCUS

PRIMARY

LEADERSHIP DEVELOPMENT:

Personal and team accountability, joint accountability, alignment, communication, growth and development, seeing the difficult challenges, greater personal and team ownership.

SECONDARY

EXECUTIVE/CONTROLLING/EVALUATING:

Personal development through feedback, personal initiative

TERTIARY

PLANNING/ORGANIZING:

Self-esteem, personal pride of ownership

LEVEL

Introductory Intermediate Advanced