

RA2: Creating Clarity Through Responsibility, Accountability and Authority

All employees want (and need) to know three things about their job to be successful.

1. Responsibility: What am I responsible for?
2. Accountability: How will I be measured?
3. Authority: What are the guidelines of my decision making?

Without these three definitions, employees work under pretense, guessing, and chaos. This program teaches employers and employees how to implement clarity into their culture around these three key essentials. Participants will learn how to address and strengthen the functions and characteristics that are necessary for success and continuous improvement. Participants will learn how to create a solid foundation needed to build trust so that your organization can meet today's market demands. The RA2 Interface (Responsibility, Accountability, and Authority) provides a solid launching pad for the future.

Participants will:

- Establish the protocol for cooperation, collaboration, and accountability across departmental and functional lines
- Understand the implications and opportunities for the RA2 Interface throughout the organization
- Deploy the accountability factor – RA2 Interface efficiently for every employee and manager by providing guidance around essential deliberate conversations
- Resolve conflicts that are inherent in unclear assignments
- Establish patterns, protocols and templates for norms and uniformity while sustaining flexibility and speed within the organizational structure

Participants receive:

- Coaching throughout the session
- A workbook/reference manual

Class Size

Maximum of 16 participants per workshop

Workshop Length:

One Half Day Workshop