

# RA<sup>2</sup> - THE FOUNDATION FOR ORGANIZATIONAL SUCCESS



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.

## RESULTS:

- 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

## PROGRAM OUTLINE:

- Determine the business case for improved teamwork in a flexible organization.
- Discuss a shared vision and gain commitment and ownership.
- Determine how to clearly define and build ownership for the RA2 Factor
- Understand the Value Stream
- Understand clear definitions around Responsibility, Accountability, and Authority
- How to effectively determine how the Accountability Factor – RA2 Interface will operate within the current organizational structure

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- Understand how to clearly outline accountability guidelines (metrics-based) for solid and dotted-line reporting structures
- Encourage employees to accept responsibility and to seek empowerment through accountability and authority guidelines
- Employ models for linear and nonlinear performance indicators
- How to encourage individuals to develop appropriate behavioral traits based on responsibility, accountability, and authority.
- How to deploy feedback for non-compliance or poor productivity.
- Understand how to complete the RA2 Template
- Identify and reduce impact of potential barriers for effective RA2 deployment
- Create a plan for implementation for RA2

## LENGTH OF SESSION:

Half Day

## CLASS SIZE:

Maximum class size is up to 16 participants per session.