

## Responsibility-Based Leadership

Most leadership development is focused on the leader... the qualities or characteristics required to be a great leader. One of the dangers of this approach is that it encourages leaders to focus even more becoming a *great leader*, often resulting in an egocentric approach.

The *Responsibility-Based Leadership* approach has a primary focus on the environment they the leader creates. Leaders at all levels of the organization need to understand that they are responsible for the work environment they create, and how to create an environment where employees will choose to be responsible and accountable.

### Leadership Affects Everything!

- Leadership behavior creates the climate employees work in.
- Employee attitudes and behavior are affected by their perception of the climate.
- Talented employees won't stay in what they perceive to be a negative climate.
- Talented prospective employees won't join an organization unless it has a reputation of being a *great place to work*.
- Improving workforce performance is not possible without talented employees.

Leaders need to understand that a *accountability* can only be achieved through *leadership and management behaviors* that create a culture in which talented people want to work, and where employees *want* to be accountable.

What you will learn in this session is:

1. The impact that leadership behavior has on the kinds of people you can attract and retain.
2. The leadership approach that is essential to get employees to be accountable.
3. The difference between being *trustworthy* and *building trust*.
4. Four keys to getting employees to be more engaged and committed.
5. Three steps to becoming a *Responsibility-Based Leader*.