



# Ownership & Accountability

## Half Day Course

Rating: ★★★★★ 4.9/5



## Introduction

'Vertically Developed' people are sophisticated thinkers. They take ownership for their thoughts, feelings and actions and are accountable for their performance by avoiding the temptation to constantly blame others (or their environment).

Self-Awareness, Self-Control and Reflective Practice (the ability to learn from experiences) are foundational attributes of 'Vertically Developed' people.

## Learning Objectives

Upon completing this course learners will be able to:

- Define the various rungs of 'The Accountability Ladder' related to 'Accountable' and 'Victim' behaviours.
- Move away from a 'Victim/Powerless mindset' to an 'Accountable/Powerful mindset'.
- Utilise Reflective Practice (learning from experience) to improve behavioural performance.
- View personal development as a positive activity intended to improve capability, career prospects and achieve organisational goals.

## Audience

People of all experience levels and seniority who want to increase personal and team performance.

## Return on Investment

Performance outcomes include:

- Increased self-awareness, confidence and positivity.
- Enhanced personal reputation and perception of professionalism..
- Improved internal communications, relationships, and morale.
- More timely conversations due to taking the lead and remaining in control.
- Increased ownership and fewer unnecessary escalations to managers.



# Course Content

## Module 1: The Accountability Ladder

### Learning Outcomes

- Define the various rungs of 'The Accountability Ladder' related to 'Accountable' and 'Victim' behaviours.
- Move away from a 'Victim/Powerless mindset' to an 'Accountable/Powerful mindset'.

### Service Methodologies

- Introduction to Ownership & Accountability
- The Accountability Ladder

## Module 2: Performance Development Methods

### Learning Outcomes

- Utilise Reflective Practice (learning from experience) to improve behavioural performance.
- View personal development as a positive activity intended to improve capability, career prospects and achieve organisational goals.

### Service Methodologies

- Building a Development-Focused Culture
- Reflective Practice
- Selecting the Most Suitable Development Method

## How to Book

Visit – <https://hamiltonmercer.co.uk/node4academy/>

(Places are Limited)

## Location, Dates & Timings

Node4 Derby Office / MS Teams

Millennium Way, Derby DE24 8HZ

Tuesday 17<sup>th</sup> December 2024: 9.15am – 12.30pm

Tuesday 11<sup>th</sup> February 2025: 9.15am – 12.30pm

Tuesday 15<sup>th</sup> April 2025: 9.15am – 12.30pm

Tuesday 10<sup>th</sup> June 2025: 9.15am – 12.30pm

Thursday 11<sup>th</sup> September 2025: 13.30pm – 16.45pm

Tuesday 11<sup>th</sup> November 2025: 09.15am – 12.30pm

Hamilton Mercer's training sessions are  
Friendly, Highly Engaging and Humorous.



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