

## 9. PRINCIPLES OF ACCOUNTABLE MANAGEMENT

### LEARNING OBJECTIVES:

At the end of this three-day Learning Intervention, the participants will be able to:

- Describe the talents and capabilities which a person requires, in order to become a “great” manager;
- Explore the unique qualities required of a manager to lead innovative practices, and map a strategy to create an organizational culture of innovation;
- Enhance their capabilities to live a courageous life, while managing anxiety, and reaching greater heights of ethics and responsibility; and,
- Prepare an action plan to begin their personal transformation from management “goodness” to leadership “greatness”.

### LEARNING OUTLINE:

- Recognizing and Exploiting Our Talents and Capabilities
- Transforming Capability into Excellence
- Ten Roles of Effective Managers: Learner; Change Architect; Communicator; Facilitator; Coach/Mentor; Partner; Leader; Entrepreneur; Community Builder; and, Futurist
- Moving Beyond Innovation – Great Wisdom
- Forging Relationships Through Partnering
- Managerial Benchmarking
- Bringing Intensity and Meaning to Our Work
- Creating “Great” Managers

### LEARNING OUTCOMES:

1. Appreciating and understanding “learning how to learn”.
2. Discovering one’s personal creativity, and recognizing that everyone is capable of becoming creative.
3. Developing the skills to overcome the resistance to change.
4. Using innovation strategically, in order to create a new level of “greatness”.
5. Personalizing an approach to mentor today’s diverse co-workers.
6. Creating disciplines, frameworks, tools, and techniques, which enable team effectiveness performance.
7. Recognizing that to effectively manage today means to be able to “influence” the thoughts, actions, and attitudes of others.
8. Practicing an integrated set of practical steps for developing one’s own “great” managerial capabilities.