

2009

# Accountability Lecture Series

(This document is an intellectual property of Bluehall Advisory. It contains a Proposal for a Training Programme for developing the competencies of business executives, senior officials in and leaders in Business and Society for enhanced and accountable performance that focuses on outcomes)



Bluehall Leader Development Academy





## **Introducing our Accountability Seminar Series:**

Many organisations have either stagnated or failed outrightly mainly because they lack the culture of accountability. Accountability lies at the core of any effort to improve quality, satisfy customers, empower people, build teams, create new products, maximize effectiveness and get results. True accountability involves the individual taking ownership of his work and viewing his job as a stakeholder would. For an organisation to succeed all employees must choose accountability. When an organisation's people bring the "owner's mentality" into their job, then results are achieved and careers are advanced.

Companies that are operating with a high level of accountability are those that are able to clearly define their results, create alignment around those results, instill the accountability needed to deliver the results and sustain the accountability culture.

Our Accountability Seminar Series are developed to deliver transformational perspectives that enable business leaders and their organisations to produce the results they are being held accountable to achieve. The series are specifically designed to add much value to an organisation's people process towards building a culture that delivers results. They cover a broad spectrum of issues that bring the culture of accountability into serious focus.

### **Programme Objective:**

The key objective of the lecture series is to equip participants with the requisite skills for taking ownership of their respective job functions and for focusing on the results that truly matter to the organisation.

### **Our Methodology:**

We deploy a unique methodology that delivers value fast and assured, in a manner that saves both time and cost. This method cuts through the chase of irrelevancies and repetitions to focus on what is needed and relevant, and brings everyone of the same page.

## Our Programmes:

S/N	SEMINAR TITLE	DESCRIPTION	FOR WHOM	DURATION	FEE
1.	<b>Personal Accountability – The Habit of Getting Things Done</b>	<p>Clearly, accountability starts with the individual. This seminar will give participants the tools for holding themselves accountable to their results and focus action and attention on ensuring that those results are achieved.</p> <p>It will assist participants to rise above their circumstances, and take charge of their results.</p>	All levels of personnel with responsibilities for specific corporate results	3hrs	<b>N350,000.00</b>
2.	<b>Mastering Leadership Accountability – Leading for Effective Business Results</b>	<p>This is a leadership programme for business leaders who must mobilize resources and ensure that strong corporate performance is delivered.</p> <p>More than ever, businesses need <i>accountable</i> leaders whose behaviours and actions combine to positively impact their employees, their customers, their bottom-line and their future. Leadership accountability promotes exemplary leadership performance and exceptional business results. No doubt, great leaders build great corporations.</p> <p>The programme emphasizes the role of leaders in driving the culture of accountability in their respective environments.</p>	CEOs and Direct Reports, Managers and Senior Executives with significant responsibilities for business results.	4hrs	<b>N400,000.00</b>
3.	<b>The Accountable Workplace</b>	<p>The employee who is both committed and accountable to the company will produce more and better quality work than the employee who is not. But maintaining a workforce of engaged employees who will be accountable can be a daunting challenge.</p>	Senior Functional Managers, HR Heads, and other Executives with significant influence on their businesses	4hrs	<b>N400,000.00</b>

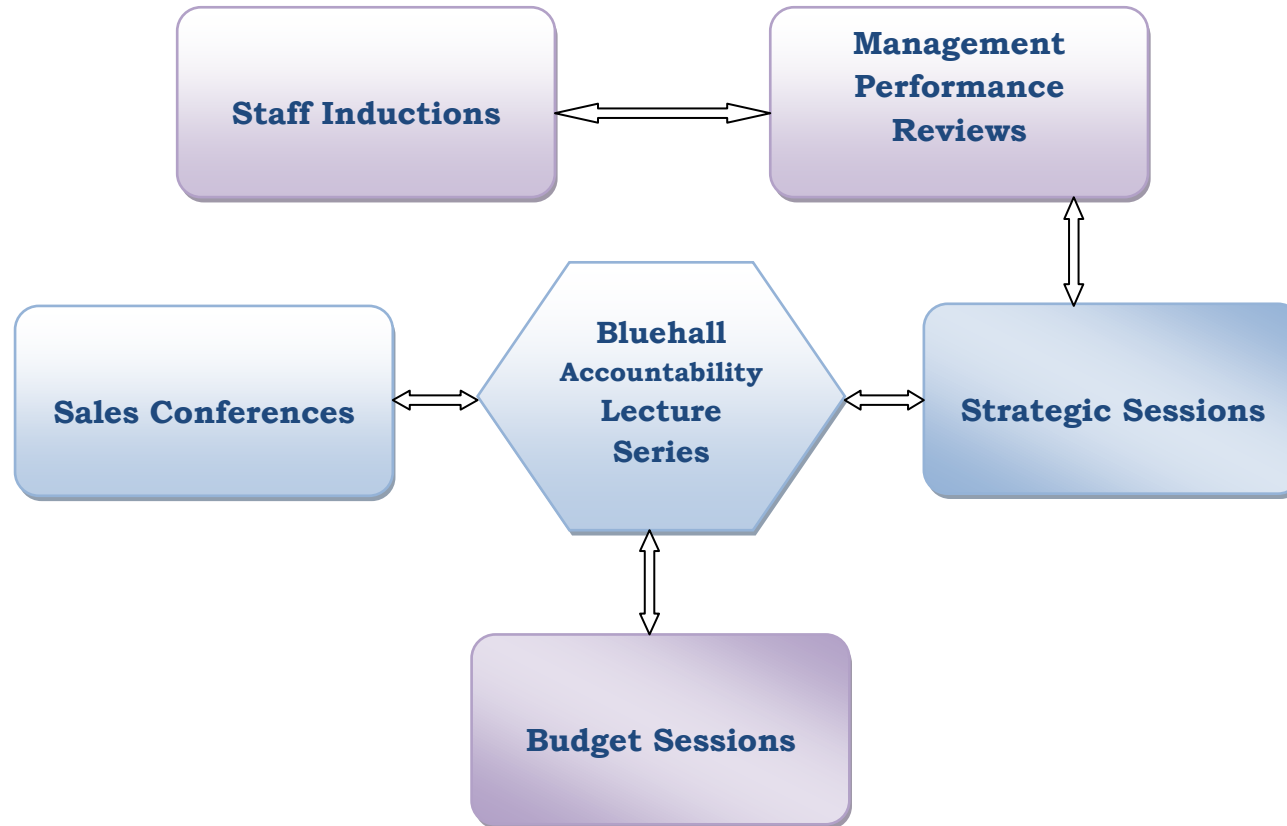
This programme is designed to confront this challenge

4.	<b>Executing for Accountable Results</b>	<p>Companies need leaders “to get things done,” producing measurable results in both short and long-term that are aligned with organisational goals.</p> <p>This programme will equip leaders with the skill to prioritize, plan and hold themselves accountable to deliver results. It will help leaders to clearly articulate an execution-oriented strategy, reinforce the value of results over activity, and build accountability in themselves and others.</p>	CEOs and Direct Reports, Managers and Senior Executives with significant responsibilities for business results	4 hrs	<b>N400,000.00</b>
5.	<b>The Business Impact Accountabilities</b>	<p>There is a critical link between critical leadership accountabilities and the organisation’s success. When leaders take action in each of five critical areas in balanced, productive ways, their actions have a positive, consistent impact on the organisation, its customers and its financial results.</p> <p>To succeed, a leader needs an understanding of the broader picture, critical thinking skills, creativity, and the ability to experiment with new beliefs, assumptions and behaviours. The “BIAs” therefore represents key leadership development opportunities for organisations now and in the future.</p>	Senior Managers	3hrs	<b>N300,000.00</b>
6.	<b>Accountability Competencies for Effective Service Delivery</b>	<p>Effective service delivery is the bridge to profitability. Meanwhile service delivery is usually anchored on a promise which the customer holds the company and her people accountable to. That promise must be delivered.</p> <p>This programme will equip participants with the</p>	All personnel with service delivery and customer inter-facing responsibilities	4 hrs	<b>N350,000.00</b>

skills for delivering on the service promise in a manner that the organisation derives maximum productivity from the actions and behaviour of its people, while the customer also derives value from such people

7. <b>The Anatomy of an Accountable Leader</b>	<p>The correct perspectives on leadership matter. No doubt, great leaders build great corporations. Sadly though, we have a lot of people holding leadership positions who have not been trained to handle leadership responsibilities.</p>	<p>All levels of personnel with supervisory managerial and leadership functions</p>	3 hrs	<b>N400,000.00</b>
	<p>This programme addresses that gap. As the best leaders usually bring an extremely high level of preparedness to the job, combining experience and skill with natural talent, exposing participants to this lecture will help them discover the areas of leadership to focus on and seek to develop.</p>			

**DELIVERY PLATFORMS:**



More information about us can be found on our website: [www.bluehalladvisory.com](http://www.bluehalladvisory.com)

**PROGRAMME DIRECTOR: Dipo Famakinwa (Mr.)**

With about twenty years of sound professional engagements, Dipo has led numerous successful business missions, and now actively delivers perspectives on Service Delivery and Leadership Accountability Competencies. Currently works as a Consultant for Bluehall Advisory, Dipo is a member of the prestigious Obafemi Awolowo University, Ile-Ife and Lagos Business School Alumni. Dipo is supported by other eminent faculties with deep personal and professional insights, well qualified to deliver maximum value to course participants.