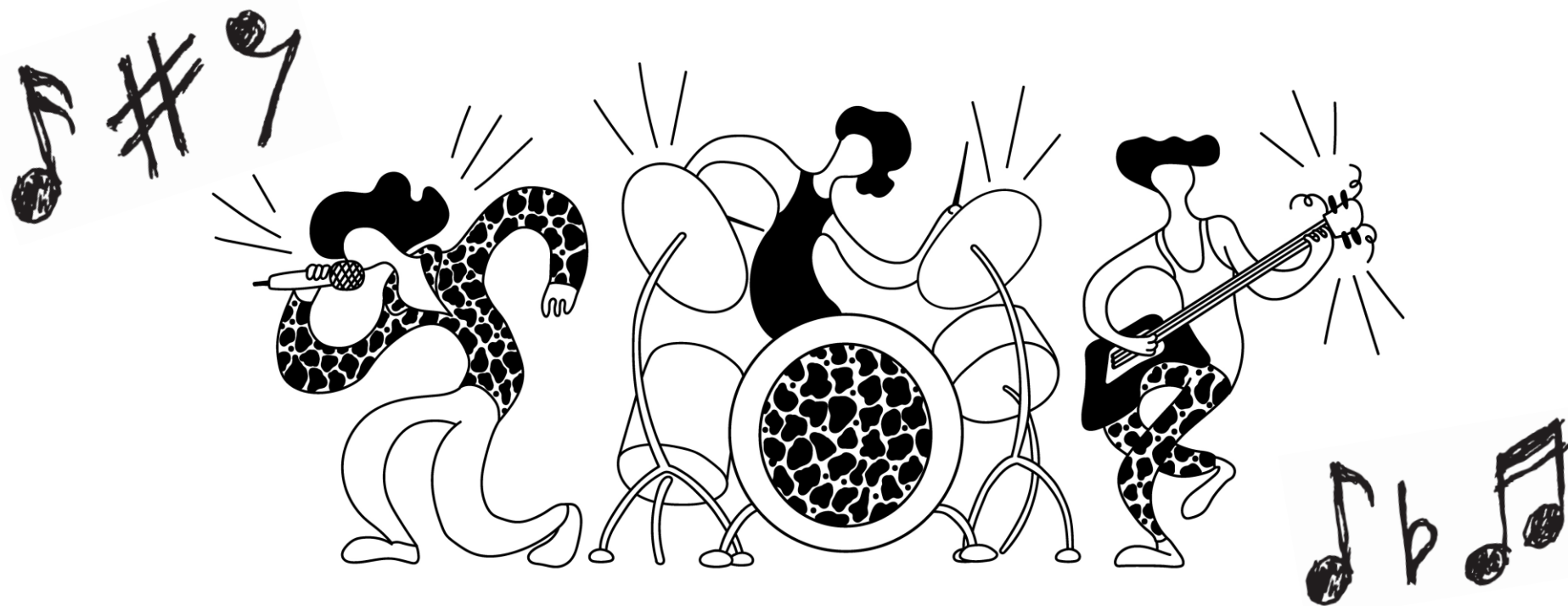


Holding Others Accountable in Troubled Waters

Dr. Celina Peerman





**Name a song or lyric
that describes your mood or
your team's mood
(Type in chat)**

Accountability

Accountability

- The “fact or condition of being accountable; responsibility.”
- It comes from root words that mean “stand up and be counted.”
- Consider what this means to you personally? Professionally? As a leader?

Four Questions

1. What does accountability look like in your teams/projects?
2. How do you communicate expectations now?
3. In what ways can you empathize and show understanding?
4. What tools help you navigate relentless change better?

Change

An altered
state;
transition
from one
"place" to
another



As a process...

Shock & Denial

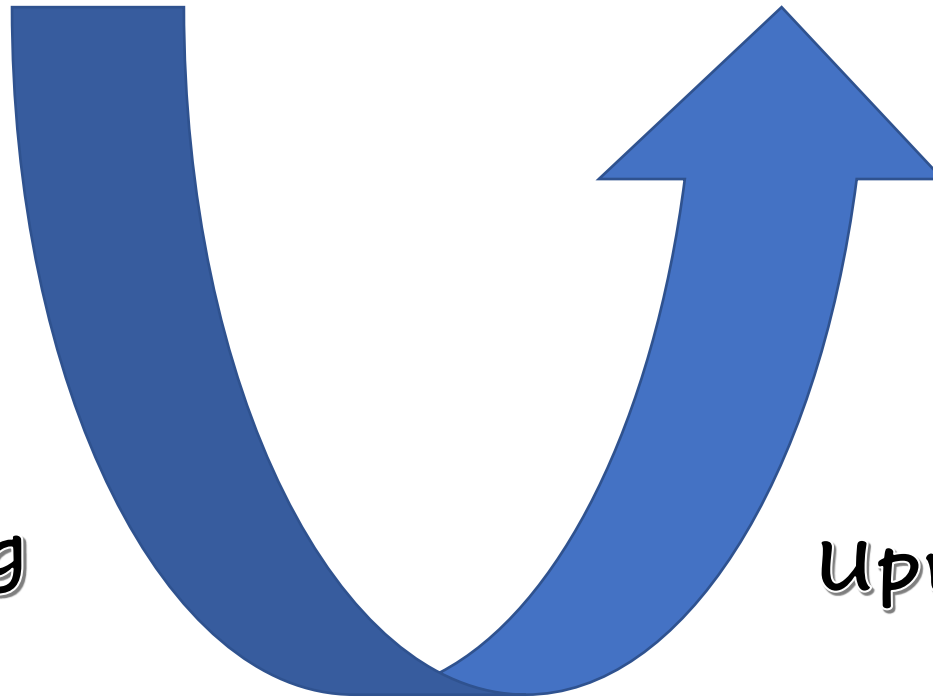
Emotion

Bargaining

Acceptance

Progress

Upward Turn



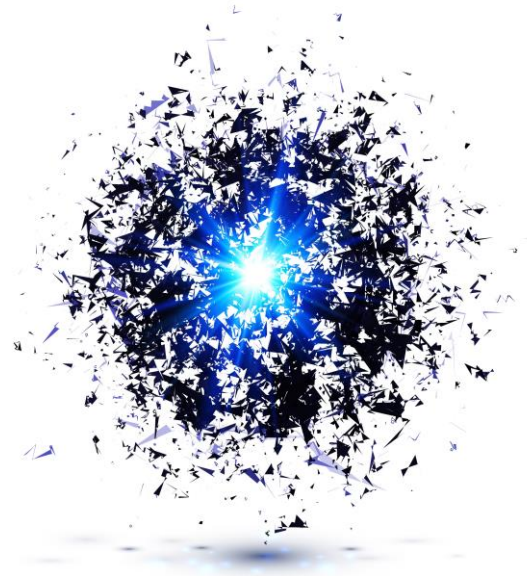
Meet people where they
are at...not where you
expect them to be. [#workplacedoc](#)

2. What change(s) has/have impacted your work the most?

Ya gotta wanna

[#workplacedoc](#)

Motivation



- a spark or a drive to satisfy something you need, or you think you need

**Name a song or lyric
that improves your
motivation immediately
when you hear it
(Type in chat)**

**3. What motivates you
or demotivates
you about that change?**

10. Do it!

9. Solve it!

8. Own it!

7. See it!

6. Wait and See

5. Cover Your Tail

4. Confusion and Tell Me What to Do

3. Finger Pointing

2. It's Not My Job

1. Ignore/Deny

Culture vs. Climate

Tools to Lead By

Self Awareness

1. Name it
2. Not “good” or “bad”
3. Spot emotions
4. Know your hot buttons

Self Management

- 1. Breathe, Sleep, Move, Fuel**
- 2. Take control of self-talk**
- 3. Focus on 'can do' not just 'can't'**
- 4. Keep sense of humor**
- 5. Reach out and share**

Social Awareness

- 1. Pay attention to body language**
- 2. Check your timing**
- 3. Be present**
- 4. See it from their perspective**
- 5. Step back and see big picture**

Relationship Management

1. Acknowledge others' feelings
2. When you care, show it
3. Don't avoid tough conversations (even now)
4. Receive feedback well
5. Own it and apologize earlier

Applying it to Accountability

COMING SOON

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WORKPLACE
CHAMELEON**

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