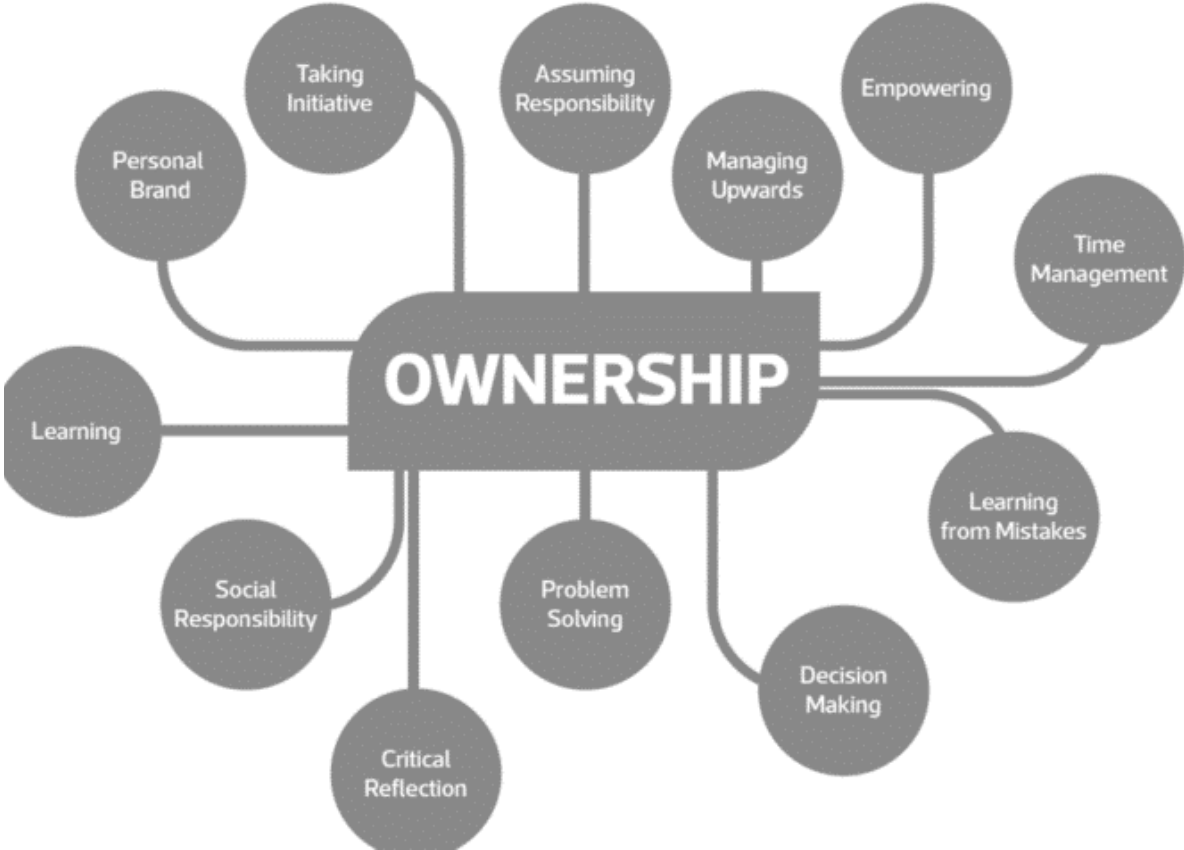


Creating Ownership



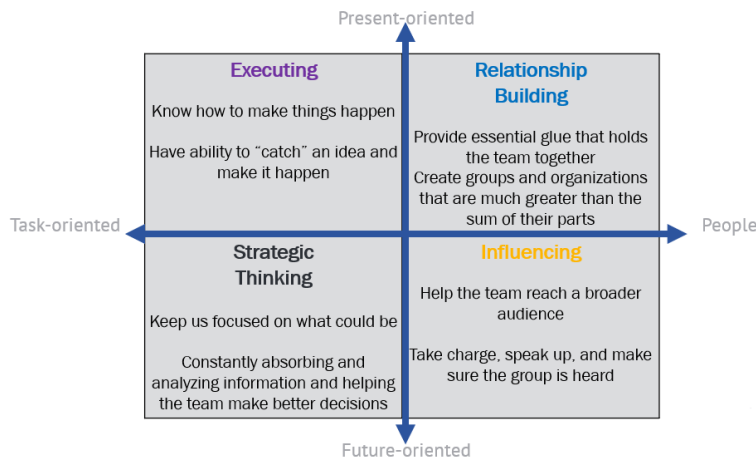
Creating Ownership

Our Objectives:

- Leverage your Strengths and identify your blind spots based on your Clifton Strengths themes.
- Understand the connection of trust, accountability & ownership in leading your team.
- Recognize and leverage your relationships to achieve results and meet expectations.
- Use difficult conversations to drive ownership, optimize results, and ensure ownership over your development.

Leveraging Your Strengths

Knowing your Strengths is essential to your leadership! You can leverage your Strengths in different situations or environments.



Discuss these questions with your breakout room:

1. **Describe the situation(s) or environment(s) where your leadership style thrives.** What CliftonStrengths talent themes do you leverage to be successful?
2. **Describe the situation(s) or environment(s) where your leadership style feels challenged.** What CliftonStrengths talent themes *could* you leverage to try a different approach?

Revisiting Your Leadership POV

Who are you? Knowing who you are and what you stand for is at the core of your actions. Clarity in your beliefs provides a firm foundation to consistently base your decisions and actions.

Identify your leadership focus. What type of leader do you want to be? What qualities (character traits, values) do you want to possess?	
Pinpoint behaviors that support your focus. What actions or habits support the qualities you want to possess? What can you do daily that supports those qualities?	
Define your influence. How will living out this mission impact others?	
Be emotional. What will living out this mission feel like?	
Keep it positive. Can you shift any negative statements that you've written into positive statements?	
Keep it balanced. Is this leadership mission consistent with who you are and want to be in other areas of your life (e.g., home)? Is it in line with the mission and vision of the organization?	

Accountability

Accountability is *“a personal choice to rise above one’s circumstances and demonstrate the ownership necessary for achieving desired results to See It, Own It, Solve It, and Do It.”*

Roger Connors et al., The Oz Principle

What is accountability?

_____ hold people _____.

Components of accountable relationships:

- Roles
- Expectations
- Feedback
- Measurement
- Evaluation
- Rewards
- Recognition
- Consequences

Accountability Notes:

Ownership

What is ownership?

How are ownership and accountability connected? How does trust connect the two?

_____ choose to be an _____.

Components of ownership environments:

- Challenge
- Connection
- Love
- Collaboration
- Opportunity
- Autonomy/Choice
- Meaning
- Fun

An Ownership Conversation I Need to Have:

Ownership Conversations

Step 1: Create the Framework.

Craft your launch.

How will you start off this ownership conversation so that you convey a focused approach as well as **positive intent**? *Check your mindset.*

Step 2: Address the Performance Issue.

Have at least **two** or **three** specific examples that demonstrate situations in which the undesirable **behaviors** have occurred. *Real life examples are hard to argue with, and these examples help demonstrate what you mean.*

Ownership Conversations

Step 3: Identify the Impact.

What's the **impact**? Why does this **matter**?

Step 4: Build Personal Ownership. *The most important step of all*

Ask questions that begin with “What” or “How.”

Examples of questions:

- What might you do differently in the future so that you can accomplish ...?
- How can you change your work habits so that you can meet deadlines in the future?
- How might we go about preventing this from occurring again?
- What are some ways you might better communicate, more specifically, with the team?
- How can I be a resource for you?

Ownership Conversations

Step 5: Agree on Next Steps.

Confirm what was heard and commit to begin.

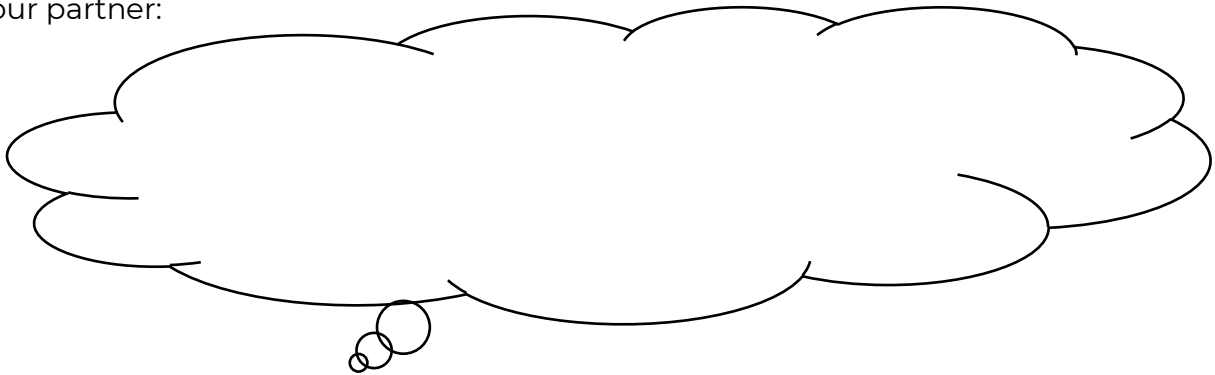
Notes on Ownership Conversations:

Ownership Conversation Practice

Use the 5 Steps to prepare and deliver your ownership conversation using the scenario below.

You have a team member who is very committed to their role and always willing to help others—a real team player. But, there is a performance issue—they are falling short on some of daily tasks assigned to them. You notice others on the team have been picking up the slack for at least a few weeks and they are starting to get resentful.

Place your launch statement in the cloud to begin your ownership conversation with your partner:



Conversation Debrief:

What went well?

What can I do better?

What questions can I ask?

Remember the 3 principles for asking questions:

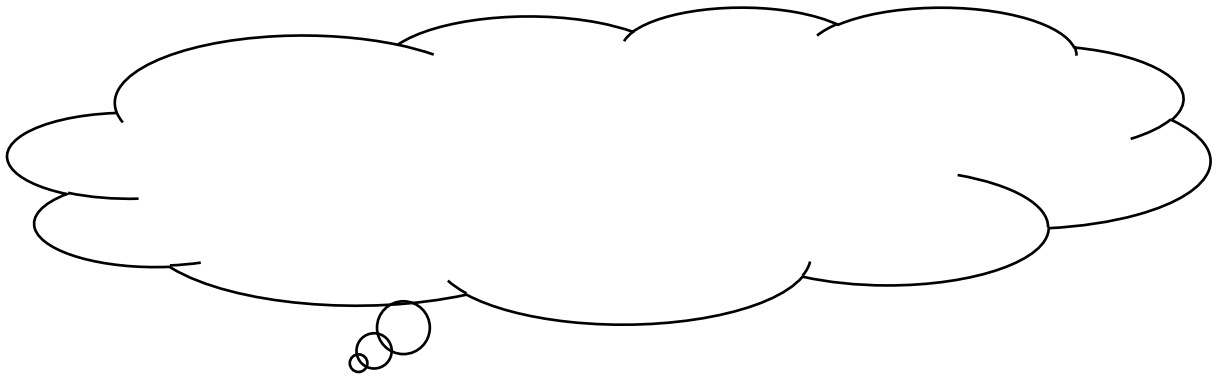
- Begin with “what” or “how”
- Use “I” statements
- Focus on action

Ownership Conversation Practice 2

Use the 5 Steps to prepare your conversation (p.5).

1. Think about the ownership conversation you need to have.
2. Prepare your conversation.
3. Share your “launch” statement with your breakout group.

Place your launch statement in the cloud. Share your launch statement with your breakout group.



Ownership Conversation Notes
