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Professionalism, Accountability and Leadership; It's all Connected for Success

By Lori A. Hoffner

Accountability is more than a mere expectation; it's the cornerstone of a thriving organization. The obligation of individuals and organizations to transparently account for their activities, take responsibility, and disclose results shapes a culture that goes beyond mere compliance. How can you cultivate a culture of accountability that transcends expectations, and why does it matter? Here are five examples that emphasize the importance of creating a culture of accountability and professionalism.

1. Beyond Expectations - Accountability should be ingrained in the very fabric of an organization. It goes beyond expectations, becoming a guiding principle for individuals and teams. The question is not just whether we meet expectations but how we respond when things deviate from the plan. Are we problem solvers or participants in the blame game?

2. Professional Influence - True professionals understand the profound impact of accountability. Being valued and respected within your professional sphere is not just about popularity—it's about purpose and self-worth. Achieving and maintaining professionalism requires intentional effort and dedication. It necessitates a leadership mindset, setting things in motion, and guiding others towards success.

3. The 200% Accountability Culture - Creating a culture of 200% accountability means every staff member is responsible and accountable, irrespective of their title. It involves harnessing critical thinking skills and understanding the key tenets of emotional intelligence. By empowering individuals to be accountable for their actions, they learn to value their work and embrace professionalism.

4. Teaching Accountability - Effective teaching of accountability involves more than mandates; it's about instilling a sense of value and professionalism. When done right, accountability becomes a catalyst for skill development, increased confidence, and a genuine passion for the job. It transforms individuals into proactive contributors to the organization's success.

5. Critical Thinking and Emotional Intelligence - Cultivating accountability requires honing critical thinking skills and emotional intelligence. Critical thinking enables individuals to analyze situations, find solutions, and take ownership of their actions. Emotional intelligence fosters self-awareness and empathy, essential components for creating a culture where individuals hold themselves accountable.

A leadership mindset is instrumental in fostering accountability. Leaders set the tone, modeling the behavior they expect from others. It involves not just overseeing tasks but actively guiding individuals towards success, creating an environment where everyone is accountable, from the entry-level staff to the leadership team. In the pursuit of organizational success, accountability is non-negotiable.

Cultivating an accountability culture requires intentional efforts, a commitment to professionalism, and the promotion of critical thinking and emotional intelligence. As a leader, instilling a sense of accountability in every team member contributes not only to individual growth but to the overall success and sustainability of the organization.

Lori offers this as a training program to guide you and your team in exploring ways to go beyond merely recognizing the importance of professionalism and leadership traits. Together, you'll outline actionable steps for fostering accountability and effectively engaging your team, aiming to capture their hearts, minds, and commitment. If you want to learn a process that will empower you to develop a leadership philosophy that resonates with everyone, fostering increased skills, confidence, and reliability, please contact [Supporting CommUnity](#).

Lori A. Hoffner, Organizational Development Speaker & Trainer helps people and organizations create open, positive, and inclusive environments through her speaking, training, and consulting. Since 1997, Lori has had the pleasure of working with audiences across the country to help them learn, grow, and develop positive practices for their organizations.