



RESPONSIBILITY REDEFINED

Why Accountability Management Fails (And What To Do About It)

Saturday, December 3, 2005

8:00am-4:30pm

The Fuqua School of Business- R.J. Reynolds Auditorium

The Fuqua/Coach K Center of Leadership and Ethics (COLE) and author/speaker
Christopher M. Avery

Workshop Registration fee - \$50.00

DESCRIPTION

Responsibility Redefined is a one-day leadership development workshop showing why people avoid owning it when things go wrong and how to develop a shared practice and language for taking responsibility. Participants will be introduced to Responsibility Process research and the three keys to mastering the Process. Through individual and group exercises, participants will practice and apply the Responsibility Process and Method to themselves, their teams, and organizations. The workshop will conclude with a discussion of practical ideas about how to be a better leader--to yourself, your colleagues, and anyone else important to you.

OBJECTIVE

Learn clear, compelling, potentially life-changing information about how leaders can embrace responsibility to ensure a healthy, high-performing culture.

FORMAT

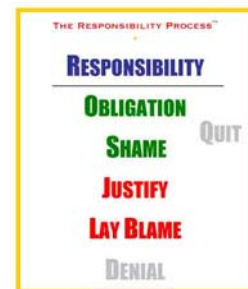
Presentation, dialogues with the instructor, individual and group exercises, debriefs, and reflections.

WHAT YOU WILL LEARN

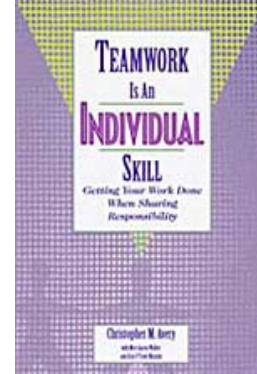
- Experts say "Leaders embrace responsibility." Discover what that really means, how to do it, and how to teach it.
- Why highly intelligent and generally *responsible* people frequently act in *irresponsible* ways, and what to do about it.
- How to rethink and redefine responsibility with your group
- A reliable tool for recognizing, supporting, and rewarding people for their ability to own problems and affect results.
- How to change your leadership behaviors to produce far more valuable results.

HOW PARTICIPANTS BENEFIT

- Participants will test their assumptions about responsibility against a data-based model, and then significantly alter and improve their mental models about managing responsibility and accountability.
- Participants start seeing responsibility as a learnable mental process instead of a personal quality or characteristic, and are empowered to start talking about responsibility in ways that work.
- Participants are equipped with a powerful new way to think about their ability to assess their team's or organization's conditioning for irresponsibility and be empowered to launch a culture-changing conversation in their organization, family, church, or classroom about truly owning problems.



- Participants are able to develop their ability to immediately create more choices in any situation, and undo self-imposed traps.
- Everyone comes away with a flood of ideas about how to be a better leader
- Each participant receives a copy of the book **Teamwork Is An Individual Skill**, by Christopher Avery.



AGENDA

- 8:00-8:30 - Welcome and Overview
- 8:30-10:30 - Redefining Responsibility with the Responsibility Process and Method
- 10:30-Noon - Exercises - the Responsibility Process in work, life, and language
- Noon-1:00 - Lunch
- 1:00-3:00 - Leadership, Teamwork, and Change with the Responsibility Method
- 3:00- 4:30 - Mastering Responsibility, Debriefs and Reflections

FEE

Workshop Registration fee - \$50.00

INSTRUCTOR

Christopher M. Avery

Popular speaker, author, and business advisor on responsible leadership, teamwork, and change in fast-moving enterprises, Christopher Avery, Ph.D., is redefining responsibility.

Christopher broke new ground in the 90's for clients with careful and pragmatic research on individual and shared responsibility in the workplace. This work was readily adopted by global leaders in R&D and Supply Chain management worldwide. Christopher's book **Teamwork Is An Individual Skill** describes the underlying process in detail.

He's currently working with research partner Bill McCarley to organize and release nearly two decades of painstaking findings about the Responsibility Process itself. The prescriptive Responsibility Method offers leaders new techniques for accelerating performance and improving the top and bottom lines while increasing personal freedom, choice, and power.

Christopher earned a Doctorate in the Communication of Technology from The University of Texas at Austin. He's been president of **Partnerwerks Incorporated** since 1991 and a senior consultant with the **Cutter Consortium's IT and Agile Project Management** practices. Christopher co-authored the **Declaration of Interdependence** (2004), an integral set of values guiding agile and adaptive approaches to work. He is also a co-founder of the **Agile Project Leadership Network** (2005), an association focused on making great project leaders.



DIRECTIONS

For driving directions to the Fuqua School of Business, please visit the Fuqua website - <http://www.fuqua.duke.edu/about/campus/directions.html>.

For directions to the Old Faculty Lounge, click on the Fuqua campus map link below: <http://www.fuqua.duke.edu/about/campus/map/FuquaMap.pdf>

REGISTRATION

Seating is limited

Register online at www.leadershipandethics.org to attend.

For more information please contact Tejumade Ajasa at tejumade.ajasa@duke.edu or 919 660 7992.