

Personal Mastery – Working with Agility



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Ownership & Accountability



Ownership & Accountability means individuals and teams taking accountability for the **quality** and **success** of both the output and outcomes of their work. Both of these are important, as ownership doesn't mean perfection. It means knowing why you are doing the work (the outcome) and making sure that what you produce (the output) is fit-for-purpose. It also means **understanding, learning, and challenging** rather than mindlessly following instructions.

Accountability is to be held to account for the fulfillment of your **duties** and **responsibilities**. Accountability requires answers and entails consequences. Accountability is not a feeling like ownership or responsibility, rather accountability is a process that is usually external. Someone holds you accountable, although a **sense of ownership** means that you will also hold yourself accountable as well.

To get more understanding please refer this short blog and video which gives a great insight into accountability and ownership

- **Article:** [Accountability vs. Ownership](#)

(Right click on the link and open in a new tab/window)

Professionalism in the workplace

The accountability for meeting your objectives and work targets, is an excellent indicator of your professionalism. While it can be challenging at times, being accountable for delivering on your objectives shows you are reliable, organized, and dedicated to your work.

The following course provides tips and guidance that can help you successfully navigate the start of your professional career. The author explains how to develop the right mindset for dealing with workplace challenges and getting ahead in your career focusing on your vision, mission, goals, and targets. The next course talks about how to hold each other accountable in order to succeed your goals.



- **LinkedIn Course:** [Developing Your Professional Image](#) – 56mins
- **LinkedIn Course:** [Fred Kofman on Accountability](#) -1hr10mins

(Right click on the links and open in a new tab/window)

How to become your own best boss?



Have you ever thought that you could be the best boss you've ever had? By developing attitudes and skills that empower you, you can manage from within and become your own best boss.

So here is the course which focuses on attitudes and behaviors that promote self-empowerment. It provides strategies like balance servant leadership with self-care, navigate politics at work, build a rapport with colleagues, how to thrive in meetings and more. All these leadership lessons will help lead you in the right direction. Applying these will also help you become a self-empowered contributor in your organization. Now let us learn how we can develop it.

- **LinkedIn Course:** [Lead Like a Boss](#) – 46mins

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Creating a Culture of Ownership and Accountability



A good ownership culture definition or culture of accountability definition is being able to trust your employees to bring their best work to the table, so that promoting accountability and ownership in the workplace is essential and engrained in day-to-day work life. So here are five ways to encourage and instill ownership and accountability in the workplace.

- **Article:** [Creating a Culture of Ownership and Accountability](#)
- **Video:** [Creating an Ownership and Accountability Mindset](#) – 3mins

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