PROGRAM SUMMARY

When every commitment needs another reminder.

Accountability training that helps managers create clarity, build real commitment and support follow-through, without becoming the owner of everyone else's work.

MONDAY
The team agreed.

FRIDAY
The deadline passed.

FRIDAY, 9 PM
The manager stepped in.

When this becomes a pattern, missed commitments create rework, and leaders spend more time chasing progress than developing their teams. **Fierce Accountability** helps participants recognize their own patterns, shift toward ownership and use the ACT framework to help others take responsibility for results.

Who this program is for

Managers and team leaders who need more reliable execution, and HR or L&D teams building a culture of accountability across the organization.

- Expectations are unclear
- Commitments are assumed, not confirmed
- Managers repeatedly rescue work instead of developing ownership

The ACT framework: three habits to practice

A Articulate expectations

Make it clear who owns what, by when and why it matters. Describe what success looks like and clarify decision-making authority.

C Create commitment

Ask about concerns, capacity and support. Build real agreement, rather than treating a quick "yes" as proof of commitment.

T Track progress

Agree how progress will be reviewed, surface obstacles and follow through. Make check-ins part of the commitment, not a last-minute chase.

Ownership begins with the leader, too

Participants examine the habits that quietly weaken ownership, then practice a different response on a real responsibility from their own work.

"They should know what to do." *"I'll give them a hint."* *"I'll step in and fix it."* *"I need to control every step."*

See the program and plan your team's session →

2.5M
leaders trained

25+
years developing leaders

Top 20
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Before the next reminder, check the agreement.

A quick commitment check: one piece of work that keeps slipping

TRY IT TODAY

	ASK	MY ANSWER	THEIR ANSWER
A Clarity	Who owns the result, what does success look like, and when is it due?		
C Commitment	What concerns or competing priorities could get in the way? What support is needed?		
T Progress	When will you check in, and how will obstacles be raised before the deadline?		

IF THE ANSWERS DIFFER

That gap is the conversation to have, before the next reminder.

TRY SAYING

"Let's confirm the outcome and date, talk through anything that could get in the way, and agree when we'll review progress."

A starting point for discussion, not a script to impose agreement.

What to look for after training

- [ ] A clear owner and date on each handoff
- [ ] Concerns raised earlier
- [ ] Check-ins agreed up front
- [ ] Fewer repeated reminders
- [ ] Less manager rescue work

How the program fits your team

Core workshop · 2 hours
Instructor-led, with discussion, reflection and practical application

In person
Facilitated, with practice

Live virtual
For distributed teams

On demand
Self-paced, to spread a shared approach

Learning journey
Alongside Fierce Foundations or Feedback

BUILDING INTERNAL SUPPORT? USE THIS

We want managers to create clear expectations and real commitment, then follow through consistently. Fierce Accountability gives us a shared framework to build ownership and end the cycle of missed commitments and repeated reminders.

> *"The number one improvement since partnering with Fierce is the creation of a common language."*
> Scott Hopkins, Director of Leadership Development, CHRISTUS Health

Bring one real challenge. Plan a useful next step.

Book a 20-minute planning call with a Fierce advisor to discuss your team's situation, who should take part, delivery options and pricing. Bring your team size, timing and one recurring challenge.

Plan your team's Accountability program →
Pick a time on the program page