



Managing Performance & Holding People Accountable



SCIENTIFICALLY-PROVEN AND BEHAVIORALLY-BASED SKILLS MANAGEMENT DEVELOPMENT PROGRAM

IMMEDIATELY REDUCE STRESS

Own Up!® How to Manage Performance & Hold People Accountable is a **comprehensive skills-based learning experience** that helps individual leaders and managers master what it takes to **have productive, intelligent conversations that effectively drive accountability for individual performance results on a team or in an organization in comfortable, approachable, competent and effective way.**

WHAT ARE THE OBJECTIVES

- Managers and employee take 100% ownership for their work.
- Higher level of communication capability amongst managers.
- Implemented performance standard for accountability and managing performance.
- An easily achievable practice of consistent and useful feedback to drive ownership for improvement.
- Quickly and substantially improved employee performance .
- Stronger work relationships through increased trust and employee engagement

WHAT ARE THE RESULTS

- Increased and effective employee feedback.
- Increased clarity on performance expectations.
- Improved workplace relationships and increased trust.
- Immediate improvements in employee performance.
- Improved business results.
- Improved employee engagement.
- Decreased stress and frustration for managers.

WHO IS IT FOR?

The program is designed dynamically for managers and leaders at any level. OwnUp!™ content flexibly targets the skill application toward first-time managers through to executive-level leaders so you gain increased personal effectiveness regardless of where in the organization your management group sits.

WHAT'S MAKES OWN UP!® WORK?

Accountability conversations can happen every day. You get you there, with:

Content specifically built for your time-crunched Managers. Skills are broken down, made practical, and kept tactical. Your managers immediately start to apply what they learn.

Context makes it real. All your managers get **personalized coaching** from an experienced and certified coach on how to work the issues that matter to you.

Personalization. Your managers work on a **one-to-one basis** to identify and effectively apply the skills they need and want within the context of their job roles and specific organizational challenges.

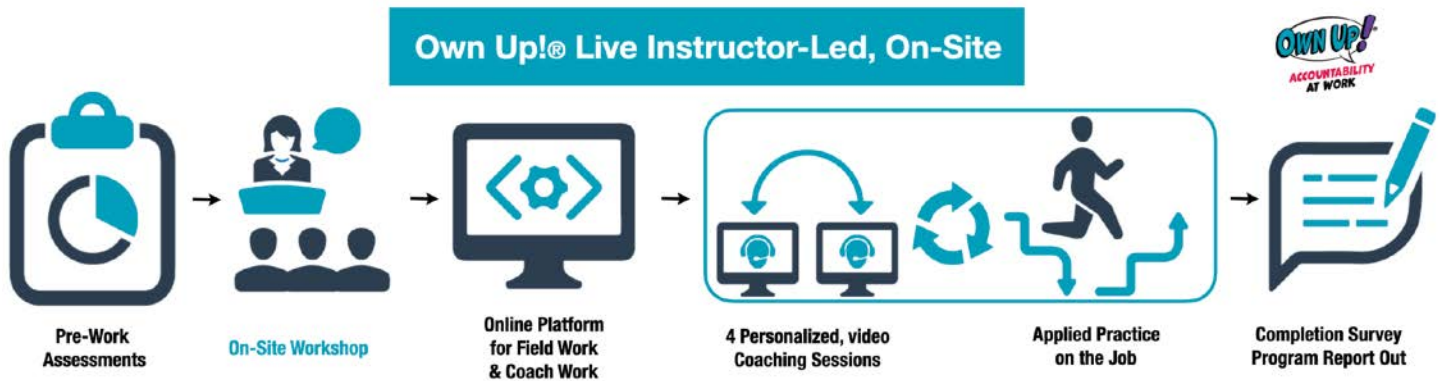
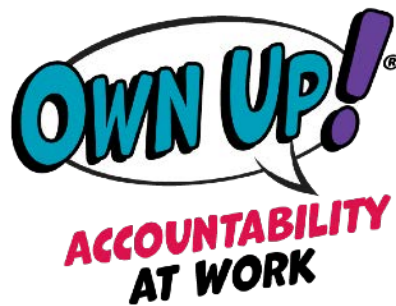
Practice is mandatory. Your managers engage in a disciplined live practice, one-on-one with a coach – either over the phone, the internet or in person. Your managers build confidence, skill mastery, and behavior change in a very short period of time.

Speed & Scalability. You get speed, because we work to scale. We partner with your internal point of contact, but all the heavy lifting around the administration personalized coaching and scheduling is on us. So you can skill your managers' capabilities quickly without adding huge training overhead to the organization.

Multiple Delivery Formats. Deliver to as many or as few as you need by leveraging the right delivery format for your organization. **Go live on-site. Go live, online or go at your own pace by yourself.** We have a program for what mode suits your organization best.

Internalization. Take the program internal through **Instructor Certification** and **License the Program** to go at your own pace.

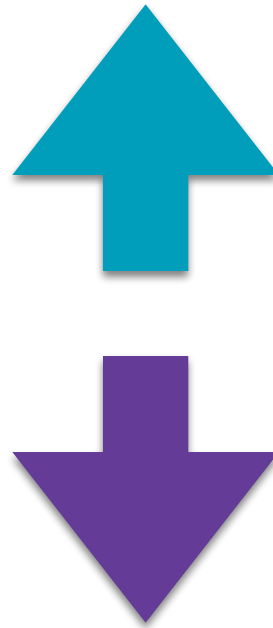
HOW TO



2-DAY, ON-SITE LOGISTICS

WEBINAR LOGISTICS

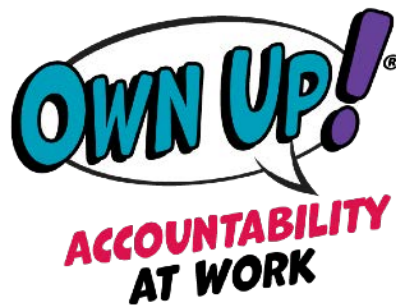
- Up to a 98 day learning curve.
- 6 to 20 participants
- Scheduling Flexibility for Custom Programs
- Appropriate for any level of management.
- Delivered by Own Up!® faculty.
- 10 hours of live learning.
- 24/7 Connectivity to Coaching
- Actionable Field Work & Tracked Progress
- Measured Results
- Up to 14 weeks of applied practice and focus.
- All administration of coaching scheduling and field work assignments included
- Program Reporting



- 84 day learning curve.
- Up to 25 participants per workshop.
- Appropriate for any level of management.
- Delivered by Own Up!® faculty.
- 14 hours of live learning.
- 24/7 Connectivity to Coaching
- Actionable Field Work & Tracked Progress
- Measured Results
- 12 weeks of applied practice and focus.
- All administration of coaching scheduling and field work assignments included
- Program Reporting

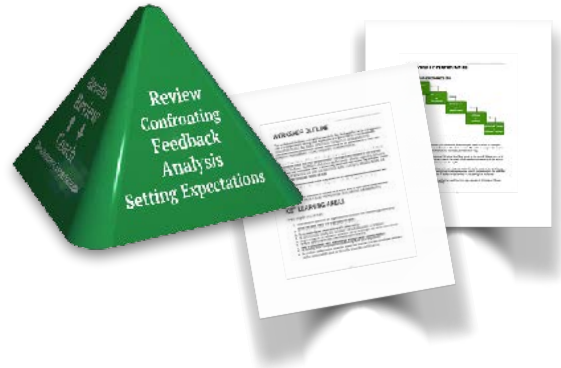


HOW TO

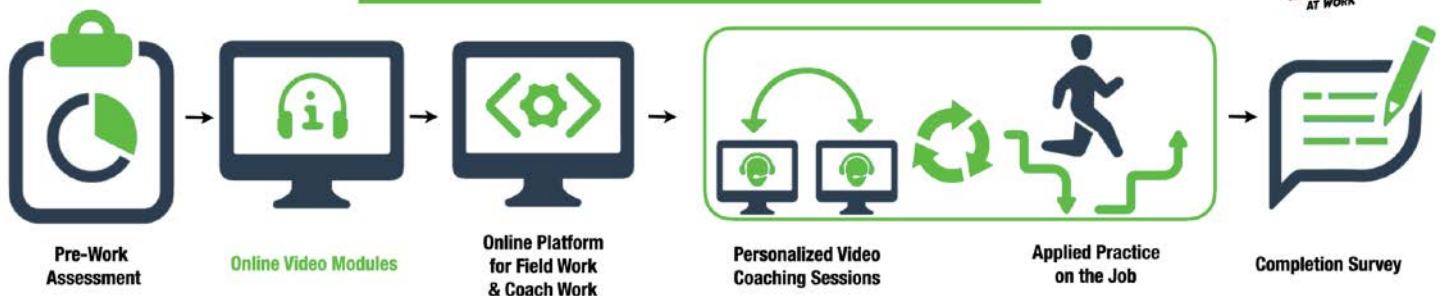


E-LEARNING LOGISTICS

- 6 hours of self-paced, online PodCourse™ learning material.
- 3 or 4 hours of live coaching.
- Up to 12 weeks of applied practice and focus.
- 24/7 Connectivity to Coaching
- Actionable Field Work & Tracked Progress
- Measured Results
- All administration of coaching scheduling and field work assignments included
- Program Reporting



Own Up!® Online–Self-Driven PodCourse



ASSESSMENTS

You may also opt to include the **Everything DiSC® Management** Assessment to further advance how communication skills are applied more effectively.

Programs that include the DiSC® Management option dive deeper on more effective delegation, motivation and relationship building applications.

THE DISC® MODEL AND MANAGING

Your dot location and style are shown below, along with information on what managers with different DiSC styles often value.

Dominance

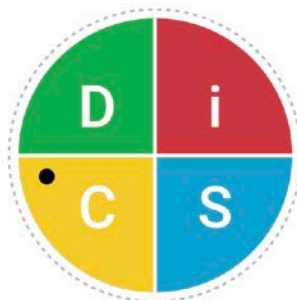
Cares about:

- Driving toward results
- Direct communication

Conscientiousness

Cares about:

- Ensuring efficiency
- Maintaining high standards



Influence

Cares about:

- Encouraging passion
- Building team spirit

Steadiness

Cares about:

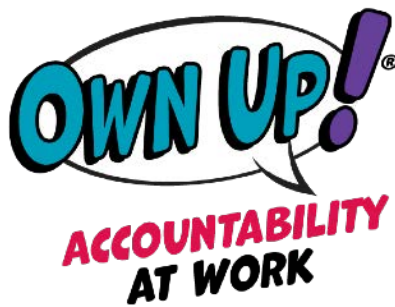
- Supporting their team
- Meeting people's needs



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HOW TO



The online coaching platform supports our coaching effort and relationship. We leverage the platform to capture the insights, record your action plans, assist you in the follow-through, and lets our coaches see how things are going.

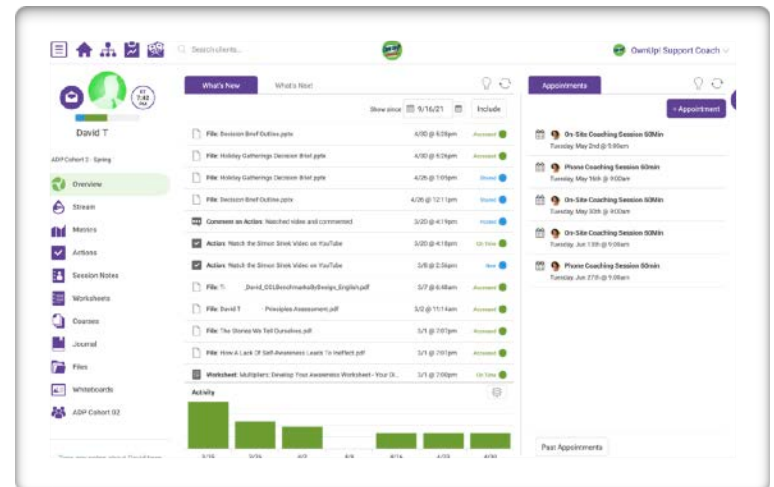
It takes as little at 10 minutes to get oriented to all the functionality that we shared as coaches in the field work with your managers.

The platform is designed to support your coaching endeavor for the duration of the program as you engage in coaching to cause real results in your work and life.

By “supported”, we mean:

- Wisdom from your coach will be recorded and available for easy reference later.
- Your actions will be clearly planned and unambiguously ready to be carried out.
- Your goals will be set up and ripe for regular tracking with minimal effort.
- Reminders will be in place to keep you moving forward as the days go by.

With the aid of the online platform your progress will be more rapid, your results more tangible, and you experience more fun.



[IF YOU'D LIKE TO ENROLL OR A PROPOSAL, CLICK HERE](#)

Picture your managers with less stress, and anxiety around performance conversations.

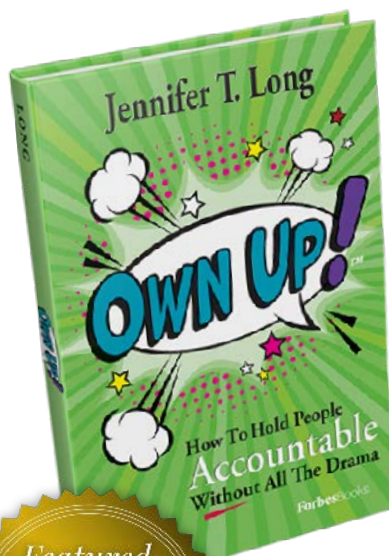
Picture your employees with ownership over their results because they are confident in their expectations.

PLUS

*Every participant receives a copy of the book **OwnUp!™ How to Hold People Accountable Without All The Drama** by **Jennifer T. Long** as an additional resource and pre-work to the learning.*

[Click Here to purchase a copy of the book](#)

[Click Here to set up a Free Discovery Call with a Coach](#)



Contact us to set up a Discovery Call with a coach to talk about how this program aligns to your business and development goals.

**Call 800.387.8175
or email info@own-up.com**