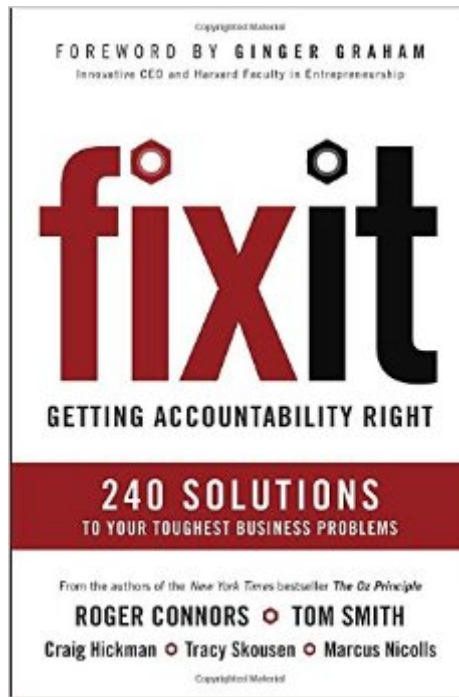


The book was found

Fix It: Getting Accountability Right



Synopsis

From the world's leading experts on workplace accountability comes the most comprehensive study on the subject, revealing the cure that could fix low employee engagement in the workplace once and for all. One factor, more than any other, causes the problems business leaders fear most. Lackluster performance, sinking profits, and unmet stockholder expectations all stem from one source: a massive decline in employee engagement. Rather than blaming employees themselves for the decline, however, the Workplace Accountability Study reveals how to fix it: the secret lies with those who lead and manage our organizations. To inspire employees to be fully engaged, mentally and emotionally, in their work, leaders must first and foremost fix accountability in themselves, their teams, and the entire enterprise. But how? To answer that question, Roger Conners and Tom Smith—cofounders of Partners In Leadership, the Accountability Training and Culture Change Company, and the authors of the New York Times bestseller *The Oz Principle*, the definitive bible on workplace accountability—have joined forces with three expert field practitioners. The resulting book not only presents eye-opening insights drawn from the authors' three-year, first-of-its-kind Workplace Accountability Study, it also offers 240 proven solutions advanced by 120 successful leaders interviewed exclusively for this book. Their combined wisdom can help you solve every conceivable accountability problem, whenever and wherever it pops up. Since one size does not fit all in today's challenging business environment, this official sequel to *The Oz Principle* provides an innovative, self-directed journey into accountability that enables you to tailor solutions to your own unique situation. *Fix It* tackles the 16 Accountability Traits consistently found in highly accountable, effective people, teams, and organizations, and it guides you to the ones you need to fix right now. You will design your personally tailored path through the book:

1. In Part 1, you create your Fix It Bucket List by taking the three-minute Fix It Assessment.
2. In Part 2, you spend fifteen minutes reading about the Accountability Trait in question.
3. In Part 3, you explore several tried-and-true solutions that will work for you, your team, or your entire organization.

Fix It is destined to become an indispensable leadership and management resource for resolving any pressing problem in your organization. Whatever you need, from more accountability and ownership to greater engagement and leadership, this book will help you get the results you need. For more information, visit: www.fixit-book.com

Book Information

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Customer Reviews

Organizations are human communities within which everyone involved must somehow balance personal obligations to themselves with obligations to others. For me, the interdependence of these obligations best illustrates the importance of "The Oz Principle": According to Roger Connors, Tom Smith, and Craig Hickman, "Accountability for results is at the very core of continuous improvement, innovation, customer satisfaction, team performance, talent development and corporate governance movements so popular today." They go on to observe, "Interestingly, the essence of these programs boils down to getting people to rise above their circumstances and do whatever it takes (of course, within the bounds of ethical behavior) to get the results they want, not only for themselves but also for everyone else involved in the given enterprise. The primary purpose in their previous book, *The Oz Principle*, is "to help people become more accountable for their thoughts, feelings, actions, and results; and so that they can move their organizations to even greater heights. And, as they move along this always difficult and often frightening path, we hope that they, like Dorothy and her companions, discover that they really do possess the skills they need to do whatever their hearts desire." That is the same primary purpose in *Fix It*. Written with Hickman, Tracey Skousen, and Marcus Nicolls, this book is a sequel in which Connors and Smith develop in much greater depth their concept of establishing a Culture of Accountability in the workplace. Imagine an organization whose operations have a Line. Above it, Four "Steps to Accountability" when there is a problem: 1. See It 2. Own It 3. Solve It 4. Do It.

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