YOUR AGILE LEADERSHIP GIFT

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accountability

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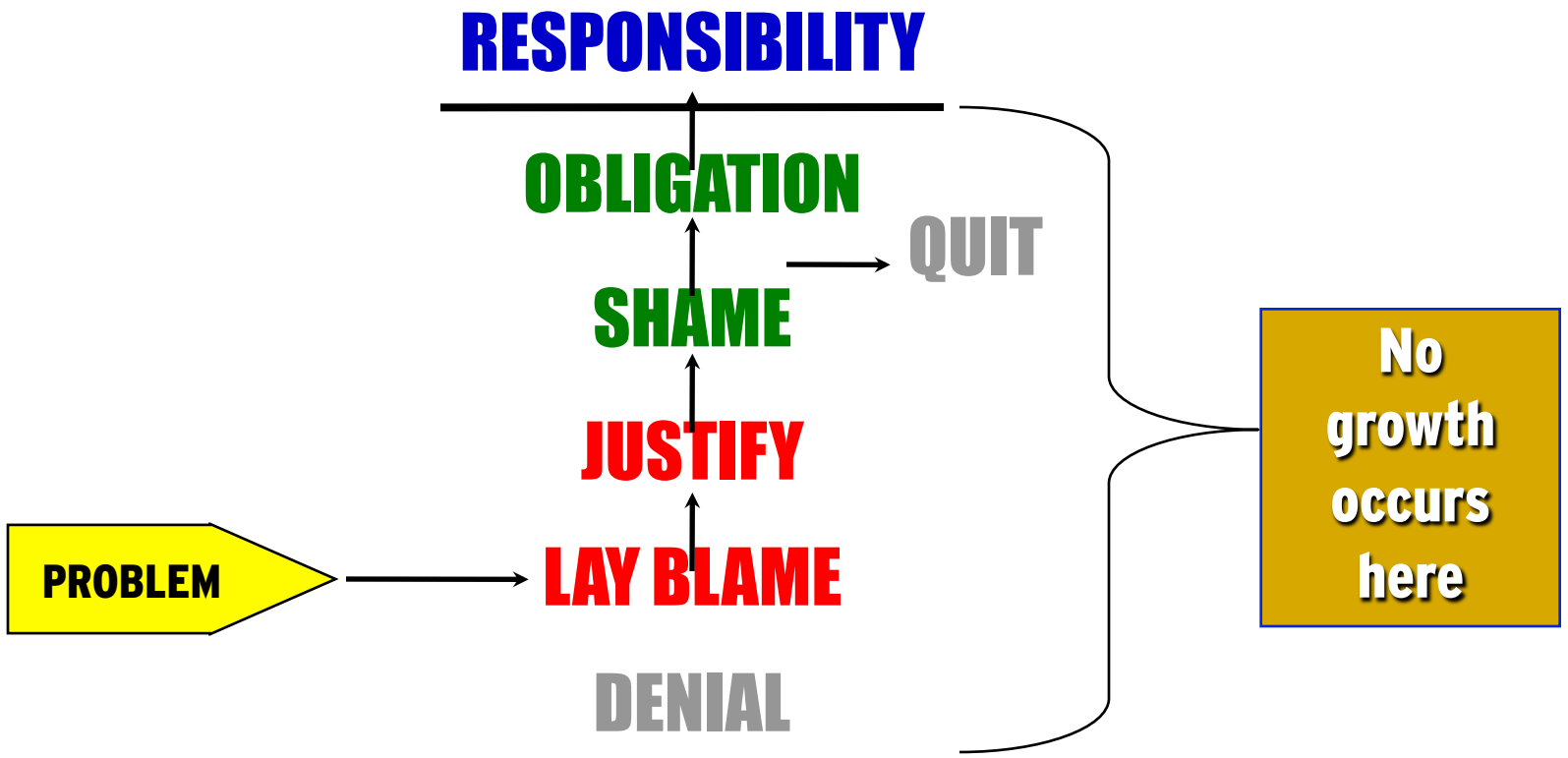
responsibility

how you respond to a problem



The Responsibility Process™

RESPONSIBILITY

OBLIGATION

QUIT

SHAME

JUSTIFY

LAY BLAME

DENIAL

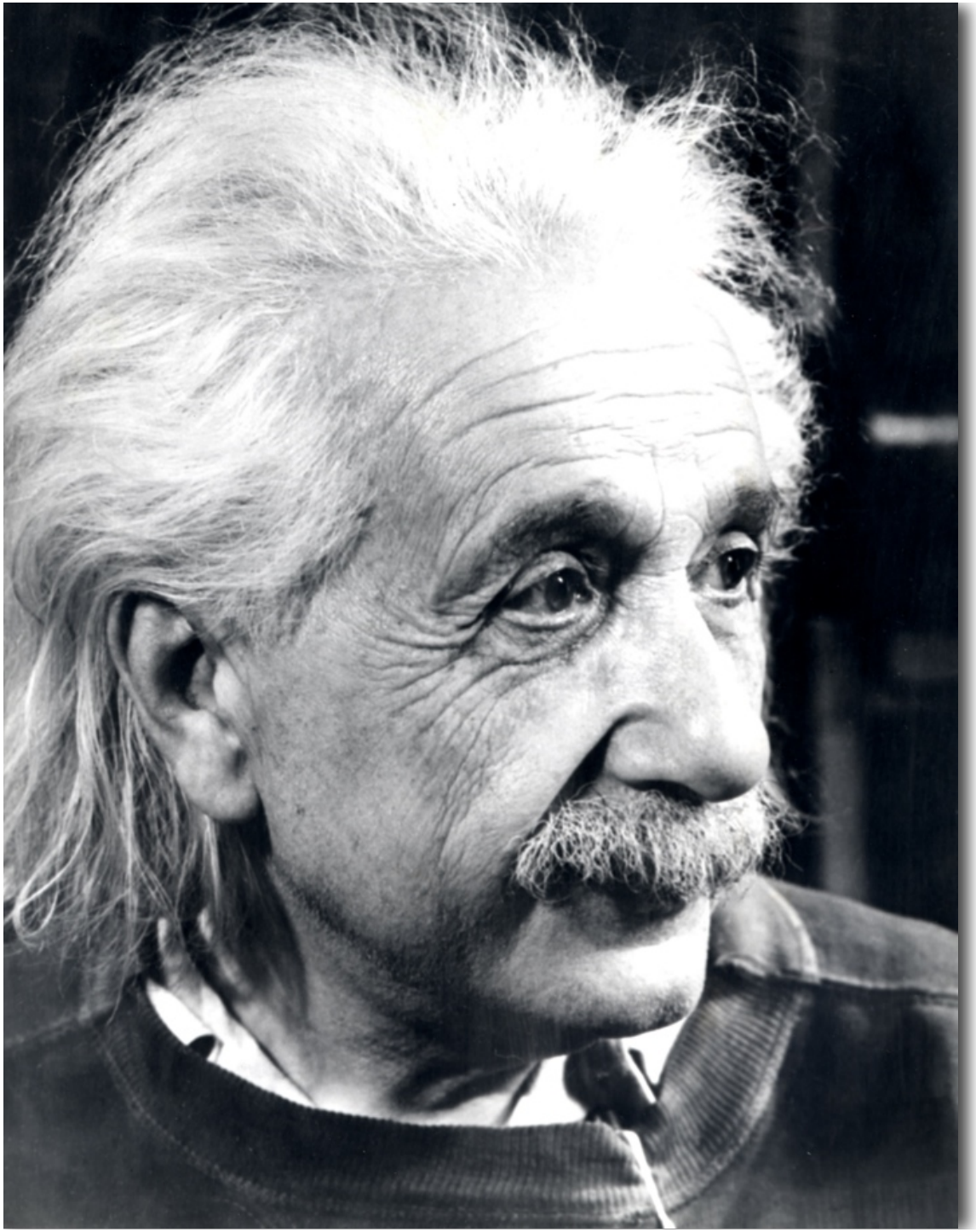
The Responsibility Process™
ZODPOVĚDNOST
POVINNOST
STUD
OSPRAVEDLENĚNÍ
OBVINĚNÍ
POPÍRÁNÍ
KAPITULACE

3 ‘s to Responsibility

INTENTION

AWARENESS

CONFRONT



"No problem can be solved from the same level of consciousness that created it."

Self-Organizing

Impediments

Leadership

Change

Teamwork

Culture

Learning

Problem Solving

GROW

COPE

THE RESPONSIBILITY PROCESS™
RESPONSIBILITY
OBLIGATION
QUIT
SHAME
JUSTIFY
LAY BLAME
DENIAL

We now know we are in charge of our own fate...

"The Responsibility Process is the primary organizing model for our leaders, teams, and associates."

Anthony Bowman
Vice President
Verizon Wireless

LEARN

DEFEND

CHANGE

RESIST

AGILE

STIFF

THE RESPONSIBILITY PROCESS™
RESPONSIBILITY
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Today we produce twice the software with half the headcount

"Over the last year 350 people in 9 countries have become way more productive than we ever imagined they could be. Our agile processes are successful primarily because everyone takes ownership by understanding and practicing the Responsibility Process."

Judith Mills
Vice President Product Engineering Ops
CDC Software

VALUE

WASTE

THE RESPONSIBILITY PROCESS™
RESPONSIBILITY
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SHAME
JUSTIFY
LAY BLAME
DENIAL
QUIT

We've eliminated so much wasted thought and wasted action

"When you eliminate wasted thought and action, what's left is valuable thought and action at every position and level."

Gary Gauthier
Manger IT Governance
DTE Energy

IN CHARGE

AT EFFECT

MASTER OF YOUR FATE

VICTIM OF CIRCUMSTANCES

No problem is a problem...

"We've built a no-drama culture. Everyone here knows the only problems that will hurt us are the one's we aren't willing to confront."

Tom Houdeshel
CEO
ATEK Plastics

HAPPY

RESIGNED

The First Principle of Leadership

No group or level will demonstrate more responsibility than their leaders.

YOUR AGILE LEADERSHIP GIFT

Now that we've unwrapped it,

What are you going to do with yours?