

# ORGANIZATIONAL and INDIVIDUAL ACCOUNTABILITY



*The ancient Romans had a tradition: whenever one of their engineers constructed an arch, as the capstone was hoisted into place, the engineer assumed accountability for his work in the most profound way possible: he stood under the arch.*

**Michael Armstrong**

## ARTIFICIAL EXPERIENCE BUILDING - BATTLEFIELD TESTED

Artificial Experience Building was pioneered by the US Military as a method of training commanders to make decisions on the battlefield by using elaborate simulations. The aim of the simulation was to build the personal “database” of experience of commanders before they got into actual battle situations.

*absolute-North* has adapted this training method for the corporate world by creating Artificial Experience Building simulations. We believe that the corporate battlefield is as demanding and as complex as the military battlefield and your people should be well prepared for it.

## KEEPING PROMISES, PAYING ATTENTION TO WHAT MATTERS, AND WALKING THE TALK

*absolute-North's* program in individual and organizational accountability asks participants to rethink how they respond to challenges, difficulties and problems to achieve higher levels of trust and performance. Our program focuses on the “new” accountability model where people disclose beforehand what will happen—a “presult” or a predetermined result. The outcome of developing this model is a higher level of trust which frees people from managing the details of others.

## IDENTITY, AUTHENTICITY, ALIGNMENT, ACCOUNTABILITY

Building individual and organizational accountability means developing people along the lines of the four areas of identity, authenticity, alignment and accountability for the individual, the team and the organization. Identity—strong leaders need to know who they are. Authenticity—walk the talk, build trust and integrity by visibly practicing day to day your beliefs. Alignment—leaders are the catalysts for dialog which leads not only to greater truth but to alignment of individual towards goals. Accountability—keeping your promises (even small ones) and paying attention to what matters.



## CONTACT US

*absolute-North* has a number of programs that can be tailored to your business and to your people. We work with your HR team and with your management team to identify the needs of your organization and of your people and tailor our programs for better results.

At *absolute-North* we understand service and are committed both to the organization and to the individual. We are all people who care deeply about what we do. We are in this business to help people and it is this commitment to the individual that makes the difference.

Call us today and schedule a meeting and we will show you the difference that is *absolute-North*.

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Helping leaders find direction