

Believe It to Achieve It!

**How to Inspire
Accountability
That Builds Capacity**

Beth
CANNON
speaks



The broken record...



Nobody wants to work
anymore.....

Why is everyone so
fragile?

Why can't people just show
up and do their job?

Why does this feel so
impossibly hard...

Do I event want to do this
anymore?

You're not done...You're just done with THIS



“If you’re not in
the arena
getting your tail
(my word, not
hers!) kicked, I
am not
interested in
your advice.”

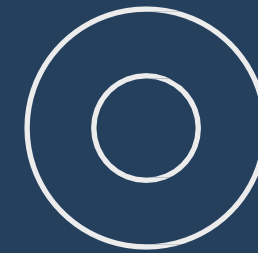
~*Brene Brown*



My MISSION is to empower ECE Leaders + their teams through business and leadership training that leads to more clarity, confidence, and compassion.



100,000+
impacted



Keynote Speaking
Leadership Retreats

Team Building

Learn to Lead -
Virtual Leadership
Course

What's Shaping Our Workforce?

A full-force collision of a global pandemic, paradigm shifts, and personal values was not on our bingo card, and we've been panic-pivoting since.



"You cannot be the same,
think the same, and act the
same if you hope to be
successful in a world that
remains the same."

~John Maxwell

How did you
shape it?

How can you
shift it?



WHAT IF

EVERY

PROBLEM IS A

**LEADERSHIP
ISSUE?**

Your Culture is a Combination

of what you *Create*

and what you *Tolerate.*

Holding people accountable is #1 Problem

A close-up photograph of two hands shaking, symbolizing agreement or partnership. The hands are light-skinned and the background is white.

**80% of
Business Leaders**

BethCannonSpeaks.com/resources

My Promise to You..

You'll get your R.O.I. today.

1

ROUTINE

The leader, yes you, needs the discipline to do both life and business with clarity and consistency.

2

OWNERSHIP

Stop the blame, shame, and head-game cycle. Ask yourself what part of the mess belongs to you

3

INFLUENCE

Influence isn't the loudest voice. It is the most trusted presence...AND building TRUST will be your superpower.

THE CPR THAT COULD REVIVE US

Culture-

Purpose-

Responsibility

TRANS

INTO



Confusion-

Passivity-

Resentment

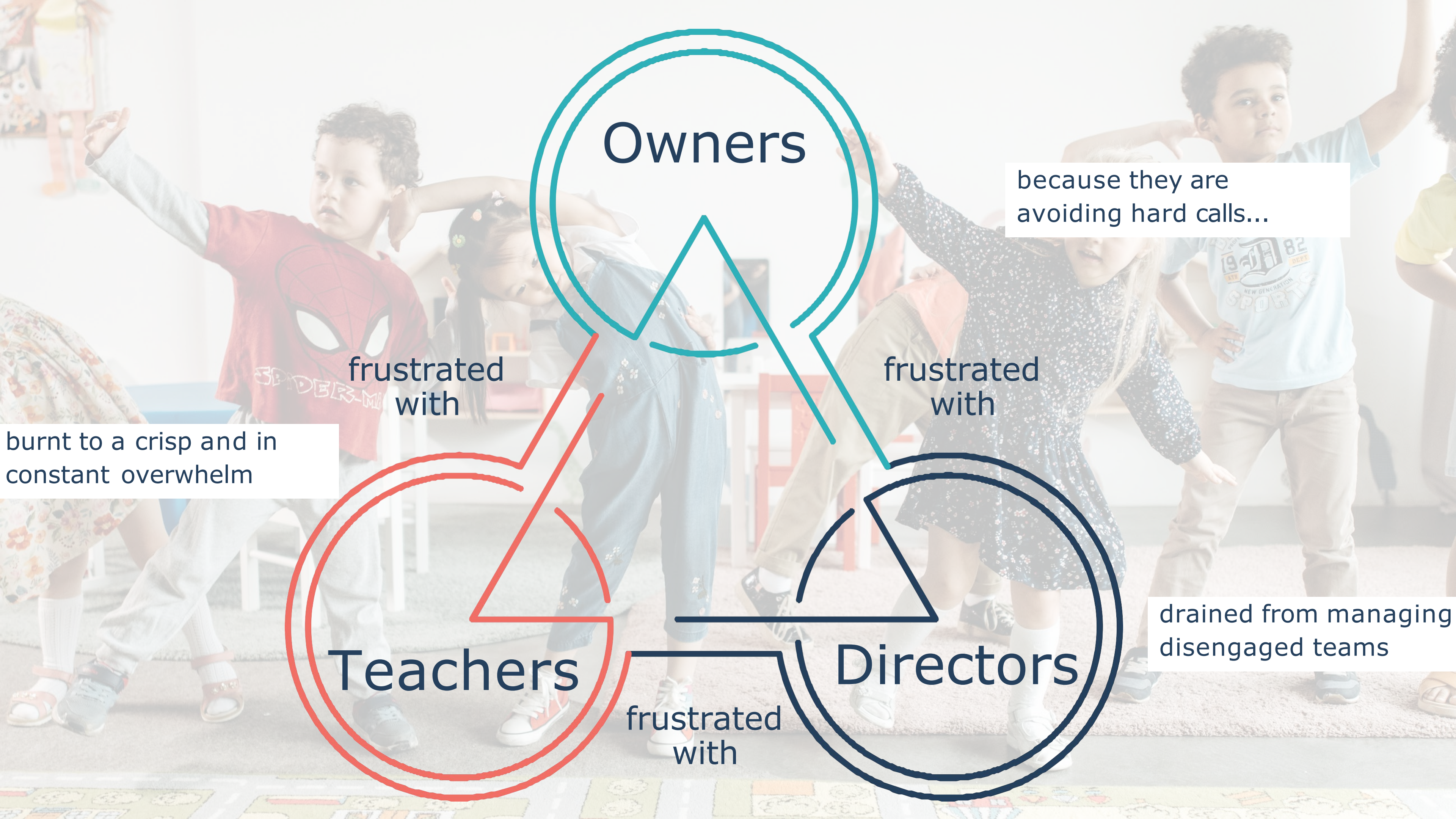


It's YOU...

Hi!

You're the Problem,
It's YOU...





Owners

because they are
avoiding hard calls...

frustrated
with

frustrated
with

burnt to a crisp and in
constant overwhelm



Teachers

frustrated
with



Directors

drained from managing
disengaged teams

Why Leaders
Fear It,
Teams Resist It,
and How to
Build a Culture
of Ownership

Accountability

Here are the exact things that you are likely afraid of

01

If you hold your people accountable, they will quit.

02

If someone quits, you will be right back in the classroom doing their job.

03

If you have to let someone go, zero people will want to be your friend.

Fear of Conflict

Leaders may fear that addressing performance issues will lead to conflict or negative reactions from team members.



This fear can result in avoidance of accountability discussions, allowing issues to persist.



Desire for Approval

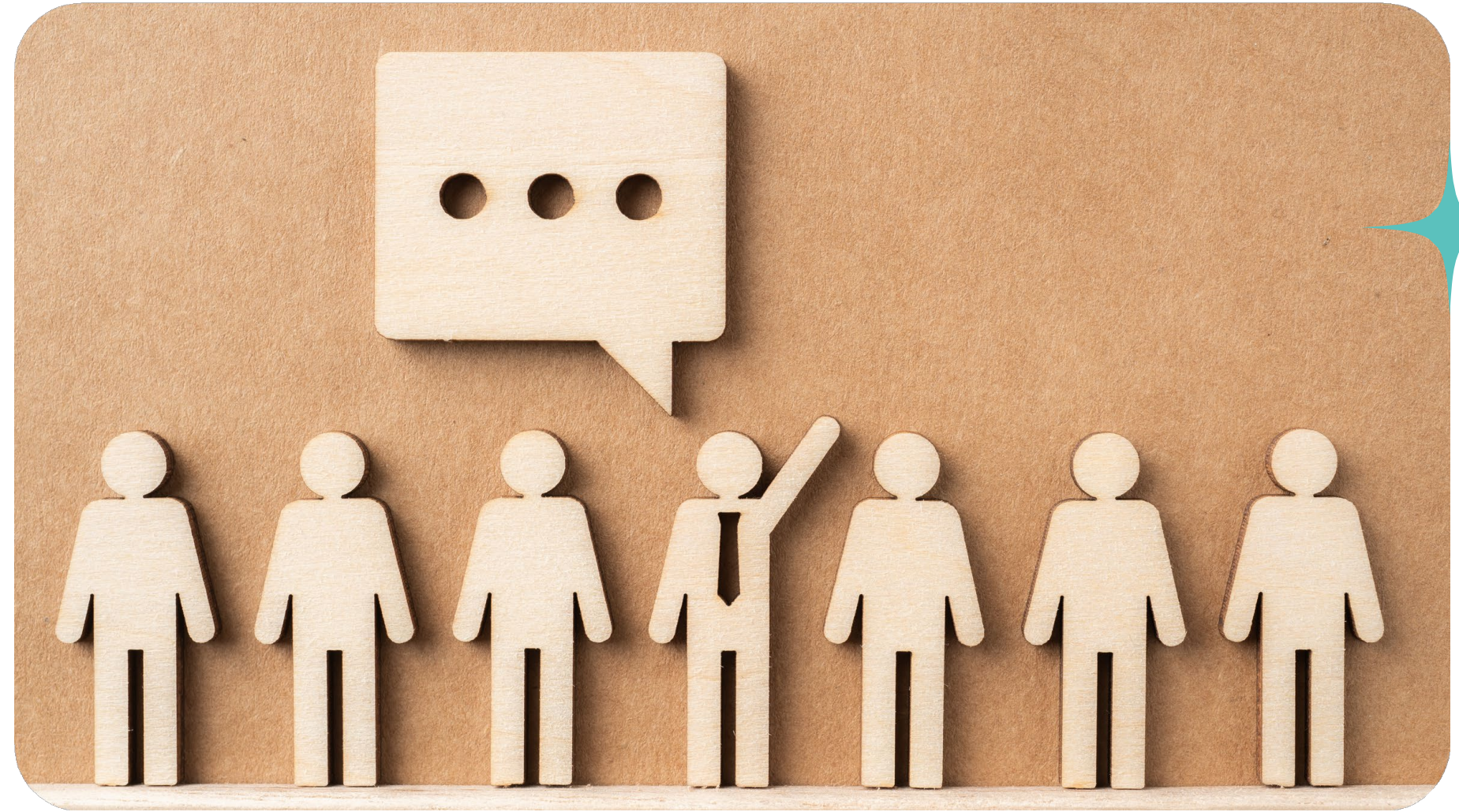
Leaders often want to be liked and fear that holding employees accountable might jeopardize their relationships.



This desire for approval can lead to reluctance in addressing problems, even when necessary for the team's success.

Lack of Confidence in Communication Skills

Leaders often want to be liked and fear that holding employees accountable might jeopardize their relationships.



This lack of confidence can hinder effective communication about performance expectations.

Avoidance of Discomfort

Addressing performance issues can be uncomfortable, and leaders may avoid discomfort by postponing or neglecting accountability discussions.



Delaying accountability measures can exacerbate problems and hinder the growth of both the individual and the team.

The word "AVOIDANCE" is spelled out using ten colorful, three-dimensional letter blocks. The blocks are arranged in a slightly wavy line. The colors of the blocks are: A (red), V (yellow), O (green), I (blue), D (red), A (purple), N (yellow), C (green), and E (blue). The blocks are set against a light blue, textured background that resembles a wall or a large piece of paper.

WHY

DON'T

PEOPLE DO

THEIR WORK?

When tasks are not completed, it usually comes down to four causes:

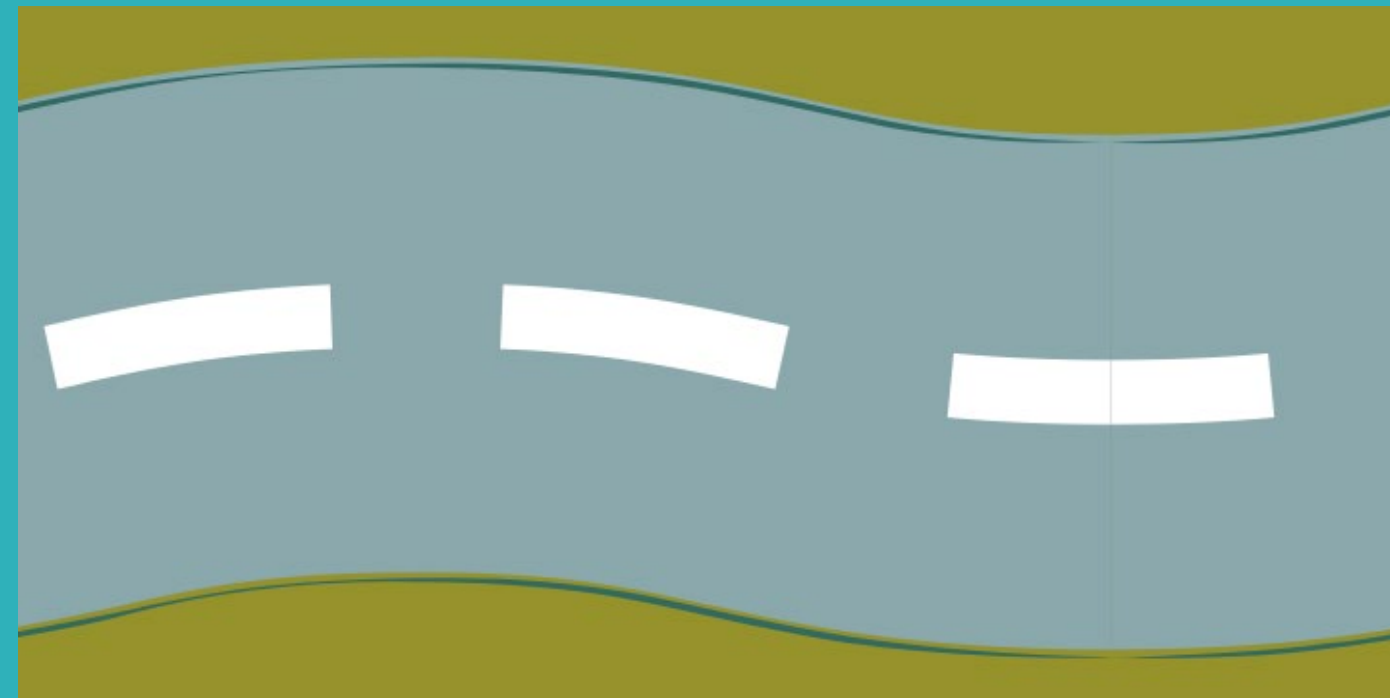
- Haven't Been Trained – they were never shown how
- Don't Understand – expectations are unclear or confusing
- Don't Want To – lack of motivation, buy-in, or alignment
- No System – nothing in place to remind, track, or follow through



Accountability is a 2-Way Street

For Employers:

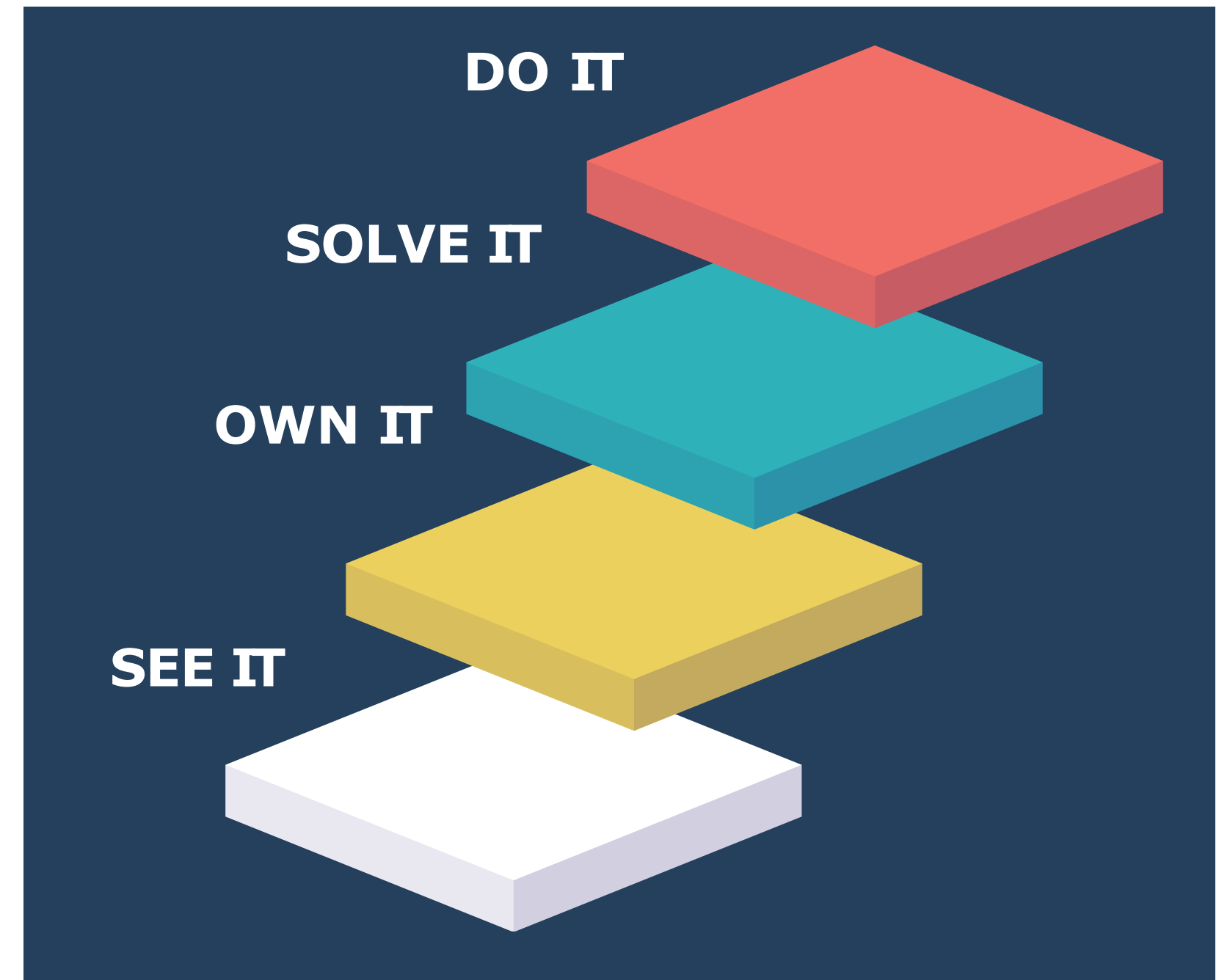
Your responsibility is to create a safe, inclusive culture where employees feel connected, supported, and able to thrive.



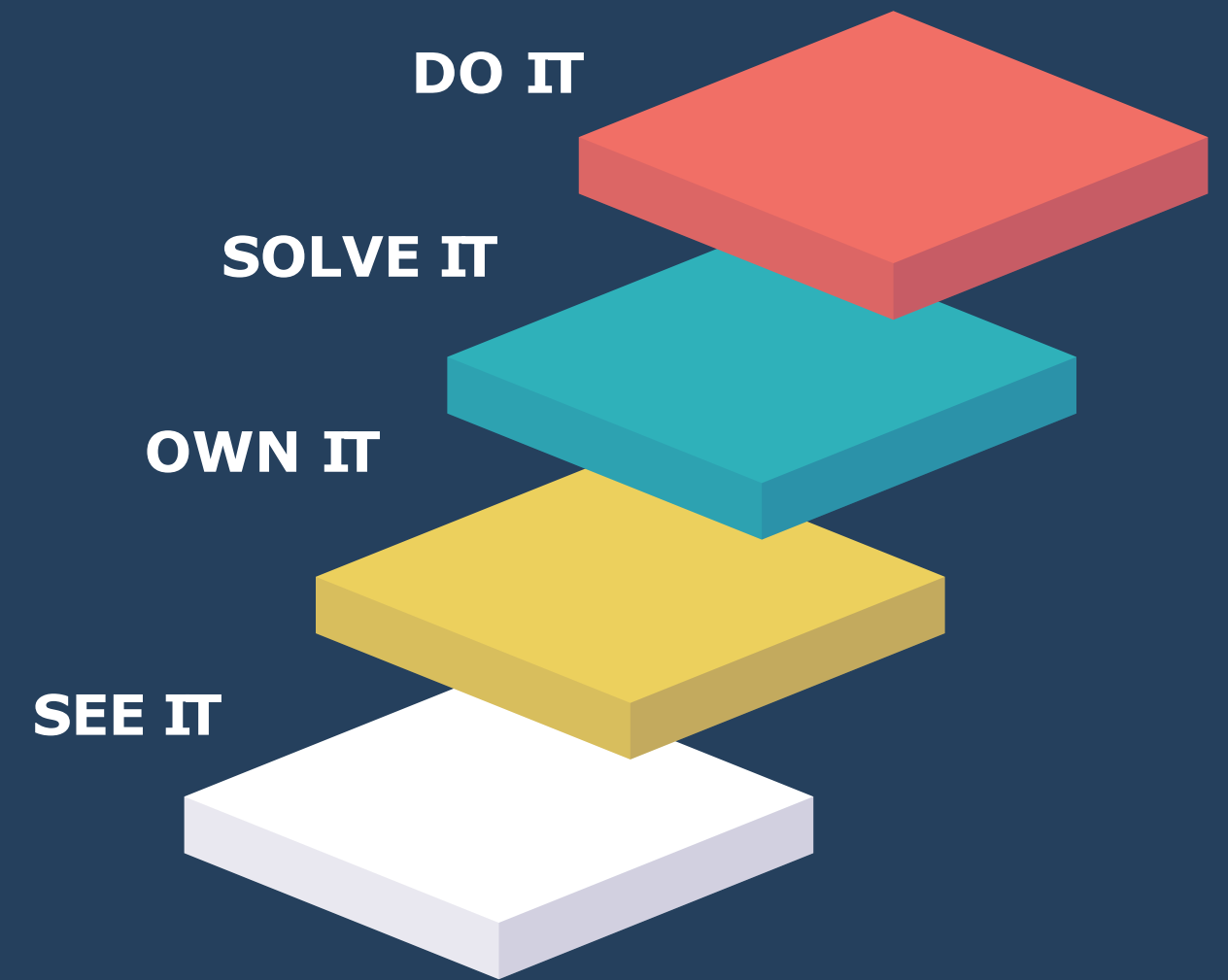
For Employees:

Your responsibility is to show up, do your job well, and contribute to a positive work environment.

**"ACCOUNTABILITY
IS A PERSONAL
CHOICE TO
FOCUS ON WHAT
YOU CAN
CONTROL AND
TAKE THE STEPS
NECESSARY TO
DRIVE RESULTS."**



2 BELIEF SYSTEMS



ABOVE THE LINE

BELOW THE LINE

Wait
& See

Tell
Me
What
To Do

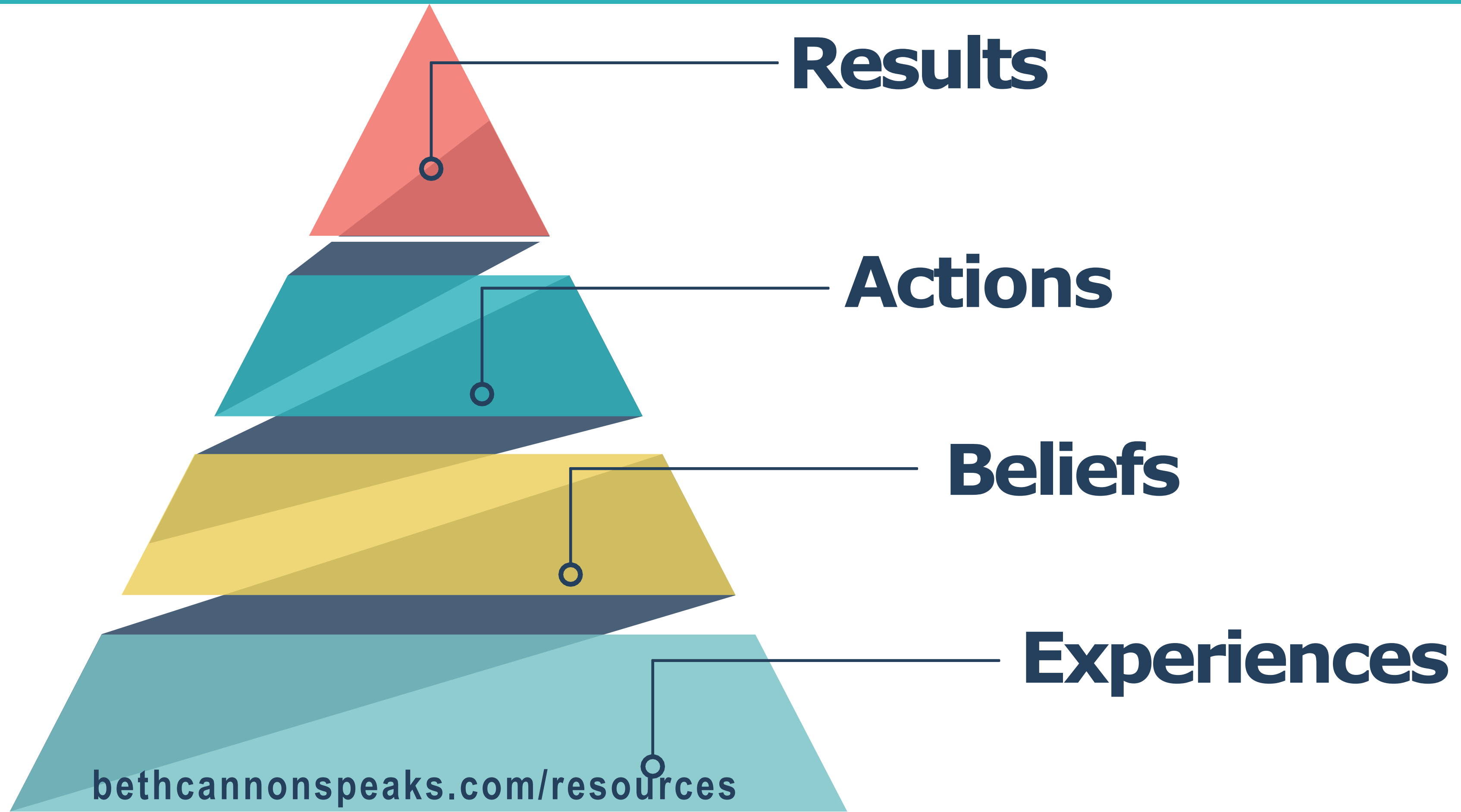
Not
My
Job

Ignore
or
Deny

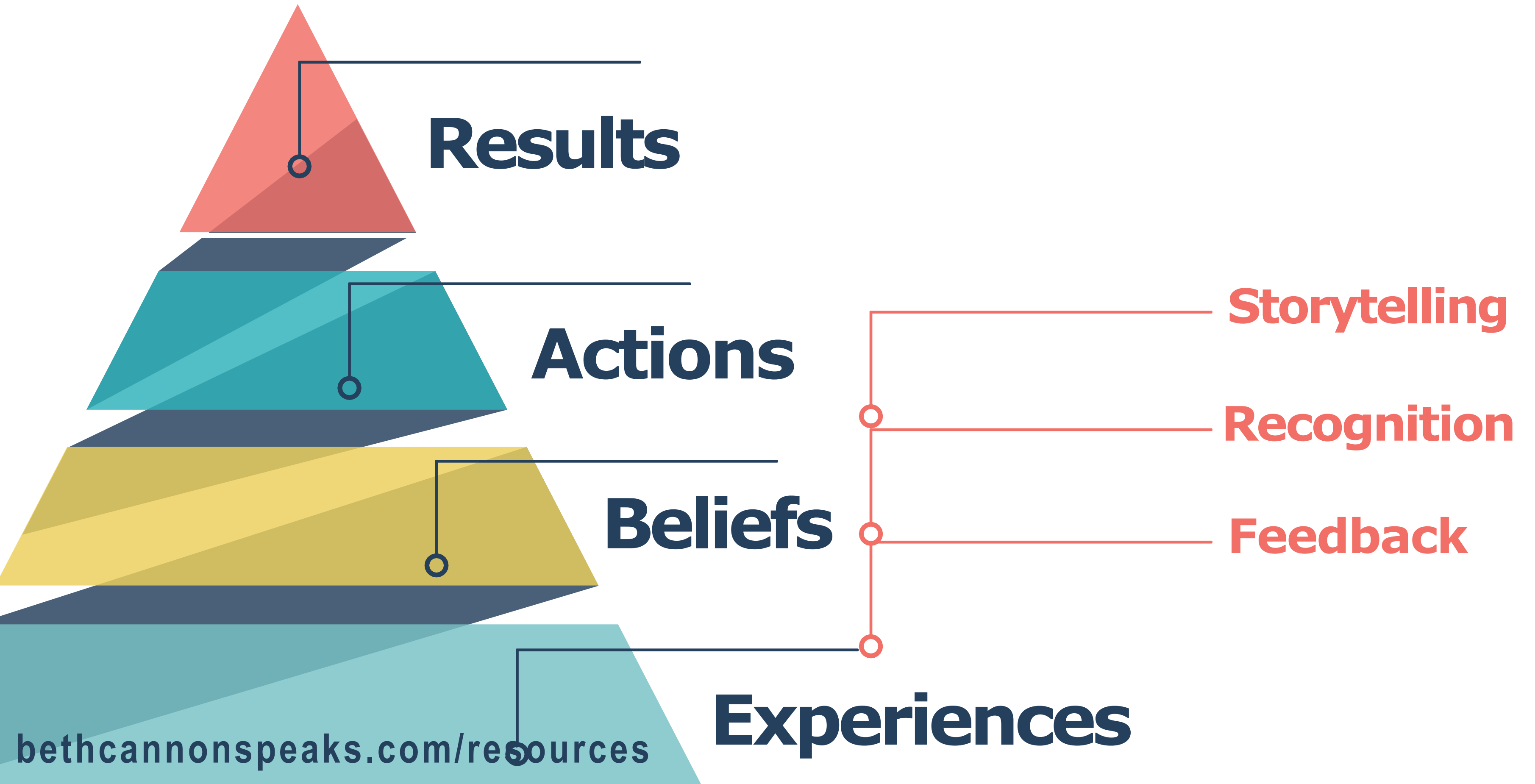
Point
Finger

Don't
Have
Energy

The Key To Culture = Results Pyramid



Activate REAL Experiences



RESULT

What does success look like?

ACTION

What must happen to get that result?

BELIEFS

What beliefs will inspire someone to take ownership and align with our goals?

Experience

**What story can you tell to inspire this action? What feedback can you give?
How can you recognize success?**



The Key To Culture = Results Pyramid

The diagram is a pyramid divided into four horizontal layers. From top to bottom, the layers are: a light teal layer, a yellow layer, a teal layer, and a red layer. Each layer is connected by a horizontal line to its corresponding text block on the right. A vertical line with a small circle at the bottom of each layer connects the layers. The text blocks are: 'Experiences' (light teal), 'Beliefs' (yellow), 'Actions' (teal), and 'Results' (red).

Experiences

Create positive experiences for everyone

Beliefs

These experiences lead to new beliefs about your value in the organization.

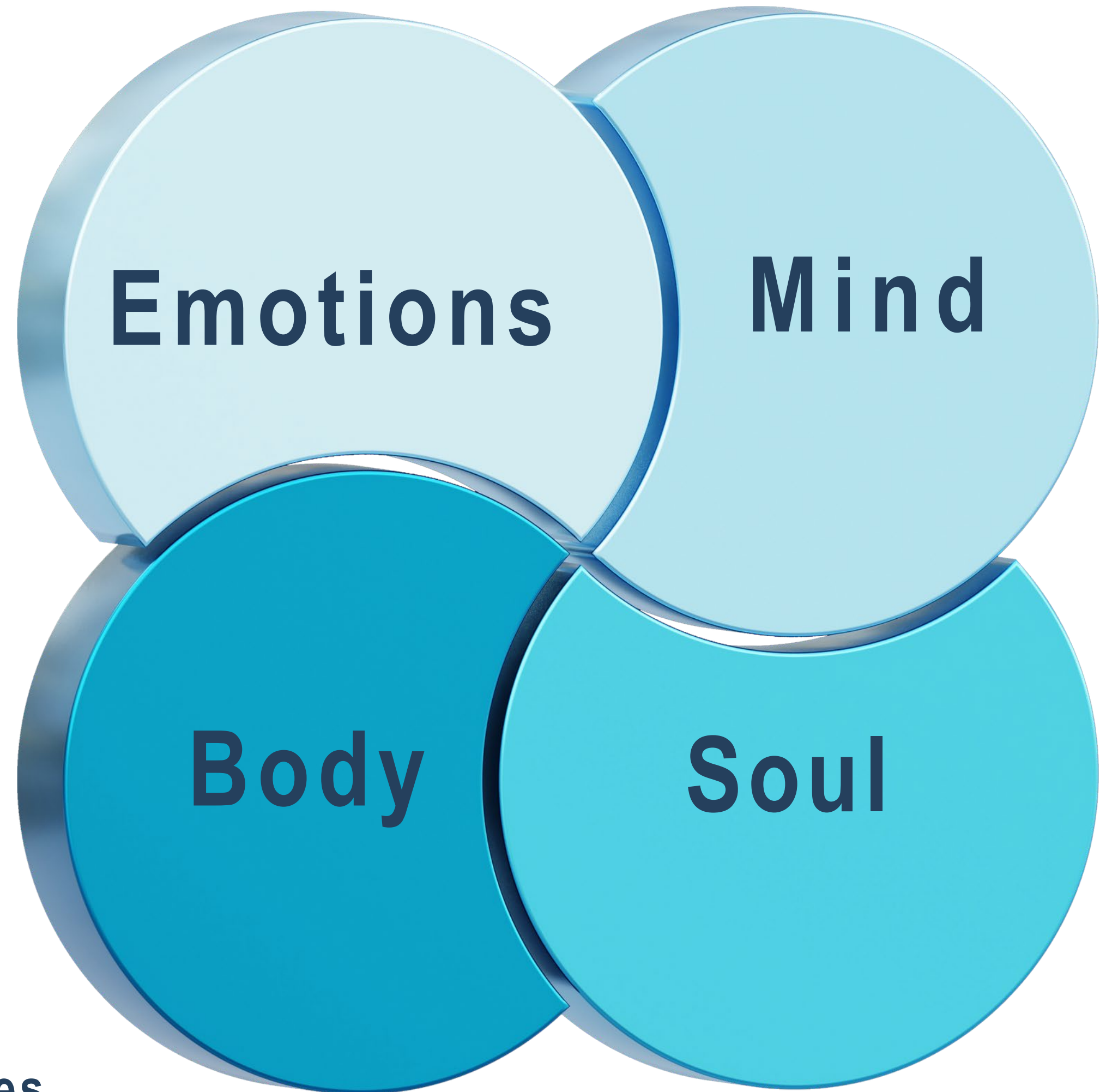
Actions

Armed with new beliefs about your role, you begin to change your actions.

Results

The actions you take have results.

Components of Capacity Building



Capacity Building

an ongoing process
that aims to maximize
leadership potential,
improve leadership
effectiveness, and
ultimately drive
success at both the
individual and
organizational levels.



Consistently
Invest in
Leadership



Do You Have the Capacity to Expand Your Competency?

“A Core Principle of Capacity Building is the idea that each of us is the same person at work and outside of it.

Robert Glazer



⊘ Lie: "I just need to be more organized."

⊘ Lie: "Once I get past this season, I'll have more time."

⊘ Lie: "If I work harder, things will get easier."

🔥 Truth:

Time won't fix your leadership problems.
Capacity will.

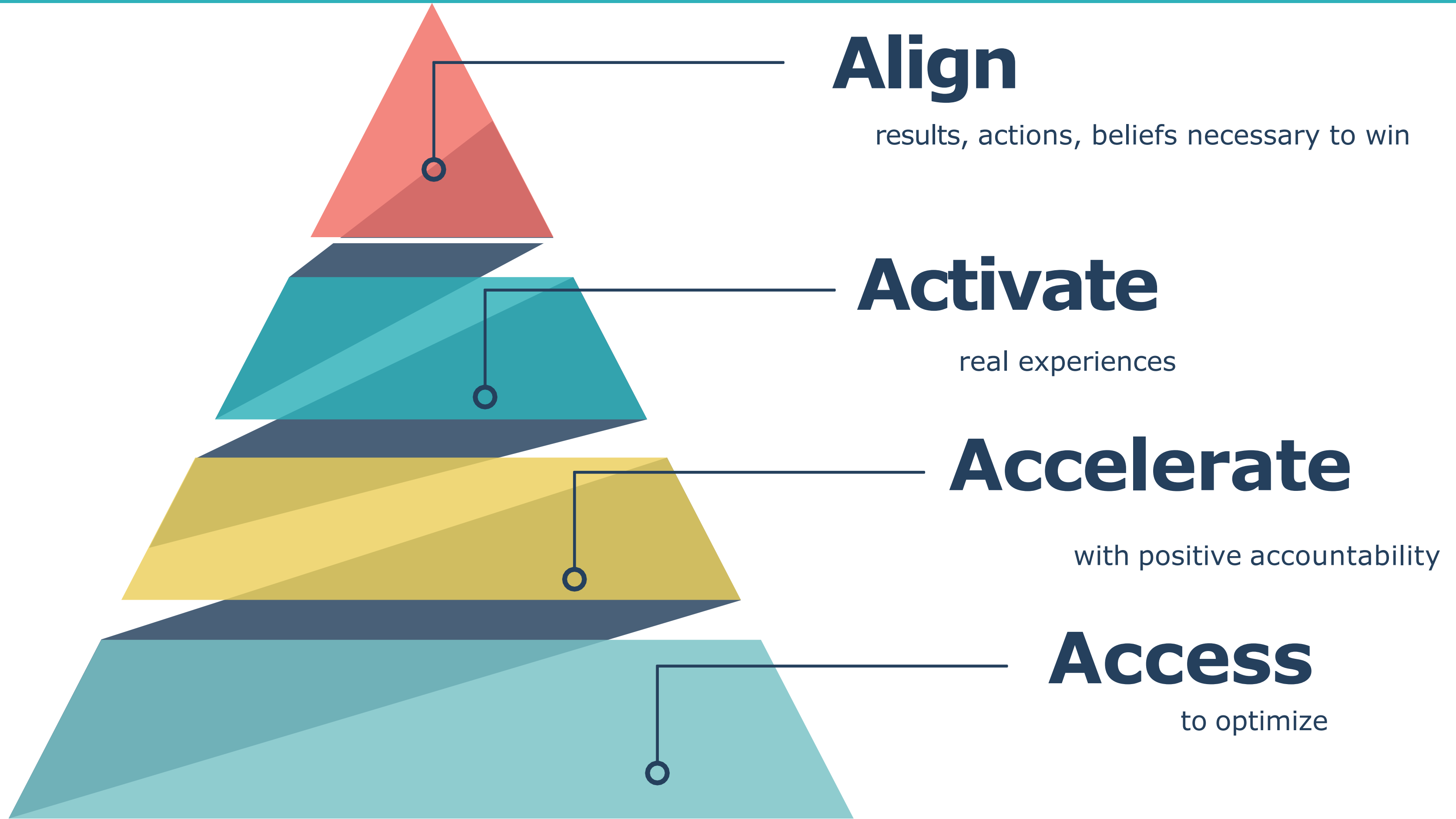
⚡ SHIFT from:

✗ Managing the chaos → ✓ Designing your leadership

✗ Holding it all → ✓ Delegating with trust

✗ Feeling overwhelmed → ✓ Operating in your highest
impact zone

Create a Culture that Drive Results



5 DYSFUNCTIONS OF A TEAM



5 FUNCTIONS OF A TEAM



RESULTS

The team focuses on what's best for the children

ACCOUNTABILITY

The team holds each other accountable to keep a healthy climate

COMMITMENT

The team understands the importance of committing to team up for the children

CONFLICT

Once trust is established, healthy debate is possible

TRUST

Teamwork is secured in vulnerability

Source | Five Dysfunctions of a Team

YOUR Joy

IS YOUR Job



Download Your Accountability Resources

[www.bethcannonspeaks.com](http://www.bethcannonspeaks.com/culturecure)
/culturecure

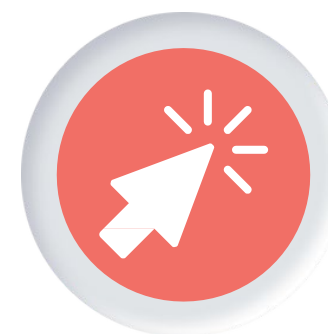




**Get Started
TODAY!**



BethCannonSpeaks.com
/LearntoLead



YES, That's Me!



Enroll and get
ACCESS NOW!

Orientation is Oct 29th!

STRATEGIC
GROUP COACHING
FOR OWNERS +
DIRECTORS

Monthly Strategy Calls +
Content

LEADERSHIP
RETREATS
TEAM-BUILDING
INTENSIVE
WORKSHOPS

Empowering Teams with
Tools to Thrive

CONFERENCE +
RETREAT KEYNOTE
SPEAKING

Motivational Messages that
Create Lasting Change



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s p e a k s

LEADERS
Lounge
SOLUTIONS



**Stretch
-n-Grow** 



www.facebook.com/groups/communityforeceleaders



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