

LEADERSHIP AND RESPONSIBILITY



GENTEX[®]
TRAINING CENTER



Introduction

Leadership and Responsibility Training Course develops the accountability that separates credible leaders from merely senior ones. Responsibility goes beyond owning a job title; it means owning outcomes, admitting mistakes, and answering for decisions with transparency. Many organizations struggle because accountability is diffuse and blame travels faster than ownership. This program builds a practical model of responsible leadership. It combines accountability frameworks with ethical reasoning and stakeholder practice. As a result, participants learn to set clear expectations, hold honest reviews, and model the behaviour they ask of others. Furthermore, the course covers delegation with accountability, ethical dilemmas, and rebuilding trust.

Leadership and Responsibility Course Objectives

- Define leadership responsibility across personal, team, and organizational levels.
- Apply the accountability ladder to assess ownership behaviours.
- Set clear expectations using RACI and accountability agreements.
- Delegate with authority, ownership, and follow-up discipline.
- Apply ethical reasoning frameworks to leadership dilemmas.
- Use the PLUS ethical decision-making model in practice.
- Lead honest performance reviews and constructive accountability conversations.
- Apply the trust equation to build and repair credibility.
- Manage conflicts of interest and transparency obligations.
- Lead by example through visible personal accountability commitments.

Course Methodology

- Facilitated sessions built around real accountability dilemmas.
- Case studies of leadership failures and responsible recoveries.

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- Role-play of accountability and difficult conversations.
- Group exercises in expectation setting and delegation design.
- Structured ethical dilemma analysis and debate.
- Simulation of transparency under scrutiny.
- Peer feedback, reflection, and personal accountability commitments.

Who Should Take This Course

- Managers and team leaders at all levels.
- Executives and department heads.
- Governance, ethics, and compliance officers.
- HR and organizational development professionals.
- Internal auditors and risk managers.
- Project and program managers.
- High-potential leaders preparing for greater authority.

Leadership and Responsibility Course Outlines

Day 1: Foundations of Leadership Responsibility

- Defining responsibility, accountability, and ownership.
- Personal, team, and organizational accountability levels.
- The accountability ladder: from denial to ownership.
- Why accountability weakens in organizations.
- Responsibility and the limits of authority.
- Balancing confidence with humility in leadership.
- Case study: a leadership failure and its accountability lessons.





Day 2: Expectation Setting and Delegation

- Setting clear expectations and success criteria.
- Accountability agreements and the RACI matrix.
- Delegation with authority, resources, and ownership.
- Following up without micromanaging.
- Creating accountability in matrix structures.
- Addressing ambiguity and unclear ownership.
- Workshop: designing a delegated task with accountability.

Day 3: Ethical Reasoning and Responsible Decisions

- Ethical theories applied to leadership practice.
- Stakeholder responsibility and competing obligations.
- The PLUS ethical decision-making model.
- Recognising conflicts of interest and bias.
- Transparency, disclosure, and confidentiality limits.
- Speaking up and protecting those who do.
- Workshop: analysing a complex ethical dilemma.

Day 4: Accountability Conversations and Trust

- The trust equation: credibility, reliability, intimacy, self-orientation.
- Owning mistakes without defensiveness.
- Leading honest performance and accountability reviews.
- Giving corrective feedback with the SBI model.
- Addressing underperformance and follow-through.

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- Rebuilding trust after failures.
- Role-play: an accountability conversation.

Day 5: Governance, Transparency, and Leading by Example

- Governance structures and accountability reporting.
- Escalation, disclosure, and whistleblowing channels.
- Responsible leadership in crisis and scrutiny.
- Modelling behaviour and setting cultural standards.
- Personal accountability commitments and routines.
- Measuring accountability climate with practical indicators.
- Capstone: presenting a personal responsibility plan.

Conclusion

By successfully completing Leadership and Responsibility Training Course, participants will have acquired the knowledge to define expectations clearly, delegate with genuine ownership, apply ethical reasoning to difficult decisions, hold honest accountability conversations, and build and repair trust. They will also understand how to lead by example and strengthen governance and transparency in their teams. Gentex Training Center delivers this program through applied workshops and expert facilitation, helping leaders earn credibility through accountability.

FAQs for the Leadership and Responsibility course





Q1 What is the "Leadership and Responsibility" course about?

It is a training program that builds accountable leadership practice. It covers responsibility levels, expectation setting, delegation with ownership, ethical reasoning, accountability conversations, trust building, and governance transparency.

Q2 What are the key benefits of the "Leadership and Responsibility" course?

Participants gain clearer ownership of outcomes, stronger ethical judgment, and better handling of difficult accountability conversations. Organizations benefit from less blame-shifting, faster problem resolution, stronger trust between levels, and governance that withstands scrutiny.

Q3 What skills will I gain from the "Leadership and Responsibility" course?

Participants build expectation setting and accountability design, delegation with ownership and follow-through, ethical reasoning and responsible decision-making, and accountability conversations and trust rebuilding.

Q4 What tools, methods, or standards are covered in the "Leadership and Responsibility" course?

The course covers the accountability ladder, accountability agreements, the RACI matrix, ethical reasoning frameworks, the PLUS ethical decision-making model, the trust equation, the SBI feedback model, escalation and whistleblowing channels, and accountability climate indicators.



Q5 How is the "Leadership and Responsibility" course applied in real-world practice?

Learners apply it by defining success criteria before delegating, using RACI to clarify ownership, analysing dilemmas with structured ethical models, holding regular accountability reviews, disclosing issues early, and following through on corrective commitments without blame.