LEADERSHIP DEVELOPMENT

Results versus Reasons

Leaders learn to hear, in real time, whether they are producing a result or producing a reason, and get a repeatable way to hold that line without blame.

"Our leaders are not ready for what is coming." "We set goals and miss them." "We invested last time and nothing changed."

WHO IT IS FOR

LEVEL
Senior leaders, Mid-level leaders, Frontline leaders, Intact teams

GROUP SIZE
Any group size

TIME
Anywhere from 60 minutes to 2 days

FORMAT
In person · Virtual

LANGUAGES
English

BUSINESS OUTCOME
Execution, Alignment

WHAT HAPPENS

The distinction, made plain: a result is the outcome you committed to. A reason is the explanation for why it did not happen. Both could be true. Only one moves the business.

Leaders practice naming which one they are offering, in real time, on their own live commitments, and practice hearing it from the people who report to them.

It rewires the manager's reflex: asking what would you do instead of answering what do I do, so ownership moves down and stays down.

WHAT CHANGES

- A shared, blame-free language for accountability
- Managers who ask instead of answer
- Reasons stop passing as results in reviews
- The language every Accountability Partner conversation runs on

HOW WE MEASURE

The team leaves with a written action plan, each item tied to a name and a date. Thirty days later we check which items moved and report that back to the sponsor.

HOW IT FITS WHAT YOU HAVE

Drops into an existing leadership program as the accountability module, or anchors the review cadence of a High Impact Project phase.

INVESTMENT

$10,000 per day

Per delivery · same number in USD, CAD and EUR

A 90-minute to half-day accountability experience, one Facilitator. Included inside every two-day Exponential Expedition; runs standalone for a leadership team or a manager population.

Formats: anywhere from 60 minutes to 2 days, for any group size. One Facilitator day covers everything up to a full day at the investment shown; a second day adds $10,000.

WHAT IT INCLUDES

- A one-hour Joint Solution Design call, where you choose what your Participants experience
- Your Blueprint, the design for your delivery, reviewed by you before anything is built
- A Participant Manual matched to that Blueprint

PROOF

> **Every contract renegotiated in weeks, not months**
>
> Cadbury Schweppes, after Results versus Reasons

Schedule a 25-minute walkthrough

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