Fix It: Getting Accountability Right

240 Solutions to Your Toughest Business Problems

Packed with practicality, *Fix It: Getting Accountability Right* is a fresh, intuitive journey into accountability, delivering a first-of-a-kind, customized approach to enhancing your daily work, including:

- **240 practical and proven executive practices** shared exclusively with us by over 100 successful leaders on how they get accountability right. Do what they do and you'll get what they get…desired results.

- **100s of data-driven insights** from our landmark Workplace Accountability Study, a multi-year survey by Partners In Leadership showcasing the accountability practices of over 50,000 individuals across thousands of organizations throughout the world.

- **Over 100 years of combined real-world experience** from the global experts on workplace accountability, Roger Connors and Tom Smith, and expert field practitioners Craig Hickman, Tracy Skousen, and Marcus Nicolls.

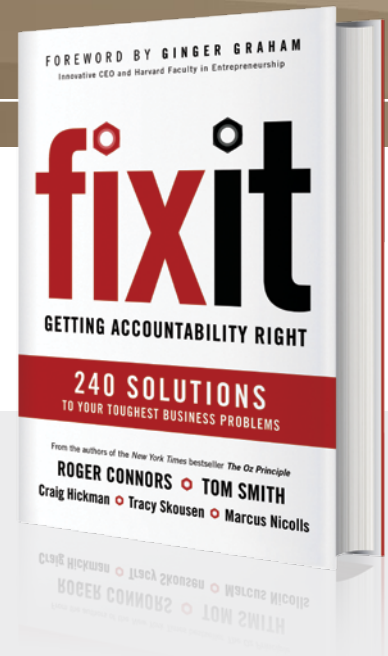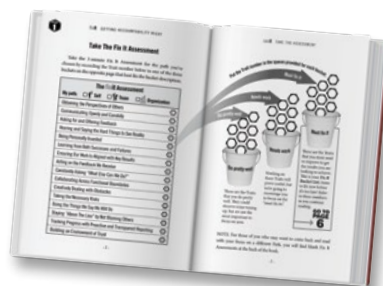| Roger Connors | Tom Smith | Craig Hickman | Tracy Skousen | Marcus Nicolls |

How to Put *Fix It* to Work

- **An innovative design** lets you pick your reading path! Either for yourself, team, or organization. You determine where you need to *fix it* and how to get there. Because your read is customized, you don't have to read cover-to-cover, though you will undoubtedly find solutions to everyday problems if you do.

- ☐ PATH **A**: **fix it** for **Myself**

- ☐ PATH **B**: **fix it** on **My Team**

- ☐ PATH **C**: **fix it** in **My Organization**

FOREWORD BY GINGER GRAHAM
Innovative CEO and Harvard Faculty in Entrepreneurship

fixit

GETTING ACCOUNTABILITY RIGHT

240 SOLUTIONS
TO YOUR TOUGHEST BUSINESS PROBLEMS

From the authors of the *New York Times* bestseller *The Oz Principle*
ROGER CONNORS ○ **TOM SMITH**
Craig Hickman ○ Tracy Skousen ○ Marcus Nicolls

Important Facts

Authors
Roger Connors, Tom Smith, Craig Hickman, Tracy Skousen and Marcus Nicolls

Abstract
Fixing accountability is key to fixing the harmful effects of unclear results and confused priorities, which lead to victimization, blame game dependency, lackluster performance, and disengagement. *Fix It* delivers fresh, data-driven insights and hundreds of practical proven practices for addressing common individual, team, and organizational issues.

Launch Date
May 31, 2016

Online
www.fixit-book.com

Pre-order today at **Amazon.com** and from booksellers everywhere.

- Built on the bedrock of our **16 Accountability Traits**, these time-tested, proven best practices are found in the most successful individuals, teams, and companies today.

Whatever your need—from accountability and ownership, to engagement and leadership—reading this book will help you get better traction, improved results, and truly *fix it!*

Any Problem, Any Organization

Fix It is sure to become an indispensable leadership and management resource to resolve any problem or issue in any organization. Intuitively organized around our 16 Accountability Traits, this book helps readers troubleshoot, understand, and then resolve the issues preventing them from achieving the results they want most. The 16 traits are:

1. Obtaining the Perspectives of Others
2. Communicating Openly and Candidly
3. Asking for and Offering Feedback
4. Hearing and Saying the Hard Things to See Reality
5. Being Personally Invested
6. Learning from Both Successes and Failures
7. Ensuring My Work Is Aligned with Key Results
8. Acting on the Feedback I (we) Receive
9. Constantly Asking "What Else Can I (we) Do?"
10. Collaborating Across Functional Boundaries
11. Creatively Dealing with Obstacles
12. Taking the Necessary Risks
13. Doing the Things I (we) Say I (we) Will Do
14. Staying "Above The Line" by Not Blaming Others
15. Tracking Progress with Proactive and Transparent Reporting
16. Building an Environment of Trust

About the Authors

Roger Connors and **Tom Smith** are cofounders of Partners In Leadership (PIL). They are four-time *New York Times* and *Wall Street Journal* bestselling authors. Together, they have co-authored the most extensive body of knowledge on workplace accountability ever written, and are recognized as the worldwide experts on the topic. For nearly three decades, Roger and Tom have partnered with senior management teams all over the world and have successfully facilitated large-scale cultural transformations resulting in billions of dollars in improved profitability and shareholder value using the award-winning PIL curriculum they designed.

Joining the team is 30-year veteran writer and practitioner **Craig Hickman**, a co-author of *The Oz Principle* and a Partner at PIL. Also contributing are **Marcus Nicolls** and **Tracy Skousen**, both Senior Partners at PIL and distinguished strategists, leaders, executive coaches, and consultants with some of the world's largest organizations.

Extending the PIL Accountability Brand

When the power of greater personal accountability was first introduced in *The Oz Principle* (first edition, 1994, anniversary edition 2010), the world took note—and continues to depend on the book as a timeless and impactful resource. Anchored in PIL's Self Track®, *The Oz Principle* guides teams and organizations on their literal journey toward greater accountability.

Correspondingly, PIL's Culture Track® and Others Track® are anchored by their respective original works, *Change the Culture, Change the Game* (2011) and *How Did That Happen?* (2009).

These books reside at the heart of PIL's Three Tracks For Creating Greater Accountability® and are used in public and client workshops to introduce the core concepts contained in each track.

The 240 executive practices introduced for the first time in *Fix It*, along with our Workplace Accountability Study findings and related discussion, will continue to extend PIL's thought leadership with fresh, data-driven insights on the topics of personal and workplace accountability, creating a Culture of Accountability, and methods for successfully holding others accountable.

Partners In Leadership®
THE ACCOUNTABILITY TRAINING
& CULTURE CHANGE COMPANY™