



## FROM EXCUSES TO RESULTS: THE POWER OF ACCOUNTABILITY IN THE WORKPLACE

with Dr. Pearl Sumathi

\$395 (US) per person

VIRTUAL SESSION (3-HOUR)

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As a manager you are called to do different things with agility and precision ranging from setting strategy to driving execution. A key skill that is often neglected or not mastered among managers is the ability to hold your team accountable for their work outcomes. This skill has become a must to have, especially where more and more organizations are embracing remote working as part of a flexible work style. In a study in Harvard Business Review, 46 percent of high-level managers were rated poorly on their ability to hold others accountable (2010). Fostering accountability is an art. It calls for a cultural shift and encompasses a set of behaviors that are inter-connected. Being accountable increases employee motivation, which in turn influences their ability to meet commitments successfully.

# DR. PEARL SUMATHI

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Dr. Pearl Sumathi is an Assistant Professor of Practice for the Department of Management in the Spears School of Business at Oklahoma State University. Pearl is an award-winning designer and leader of learning and development with close to 25 years of corporate experience in human resources. She is passionate about designing and delivering mid and senior level leadership development programs, consulting with organizations on reskilling and preparing the workforce of the future. During her tenure at Wharton Executive Education, she has consulted with top global companies to design superior leadership development programs to build successful talent pipelines.

In Pearl's corporate career she served as Chief Learning Officer for Lincoln Financial Group where she established an award-winning learning and development function. She held other senior learning and HR roles at Fujitsu, Mphasis, an HP company and Infosys. In her current role as Assistant Professor of Practice in the management department of Spears School of Business, she teaches human resources enabling management students to relate theory with practical experience.

Pearl received her Master's and Doctor in Education from University of Pennsylvania. Her award-winning dissertation established a framework to help companies brand their learning and development experience to render a human centric employee experience.

FOR REGISTRATION PLEASE CONTACT: **Brendan Dowd** - IMS Regional Director - Phoenix  
Phone: **+1 (816) 399-4720** Email: **phoenix@ims-online.com** Website:  
**<https://ims-online.com/leadership-development/Phoenix/83>**