

The Oz Principle: Unlocking the Path to Accountability and High-Performance Teams - An Interactive Journey

Lynn Clipstone

Senior Director, Biostatistics and Programming
PHUSE EU Connect | 12 Nov 2024

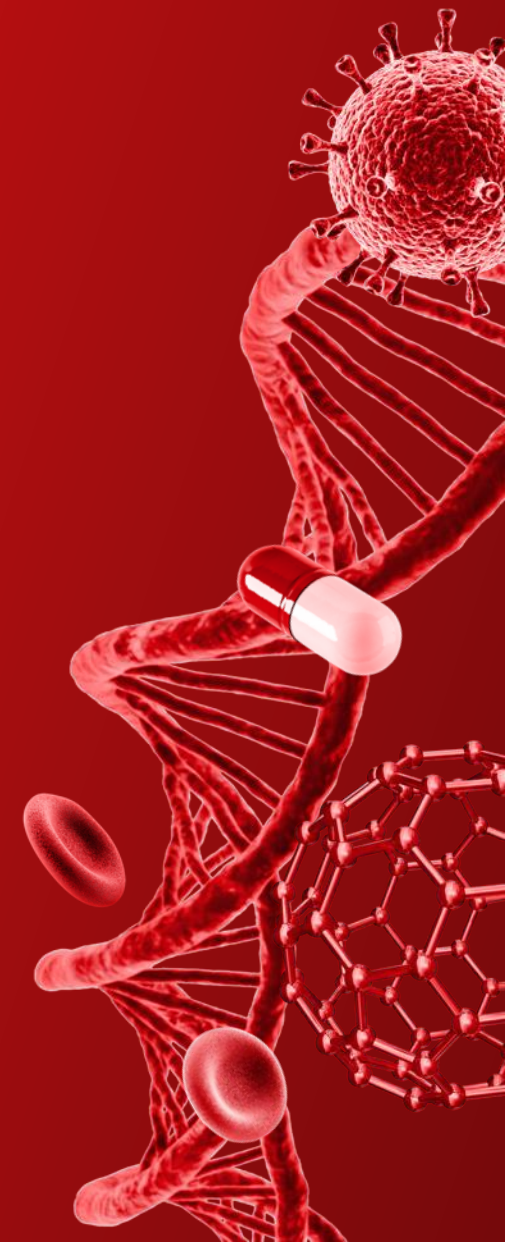
 The world leader in serving science

Disclaimer

The views and opinions expressed in this presentation and the accompanying paper are those of the Author only and not reflective of PPD/Thermo Fisher Scientific.

Mentimeter

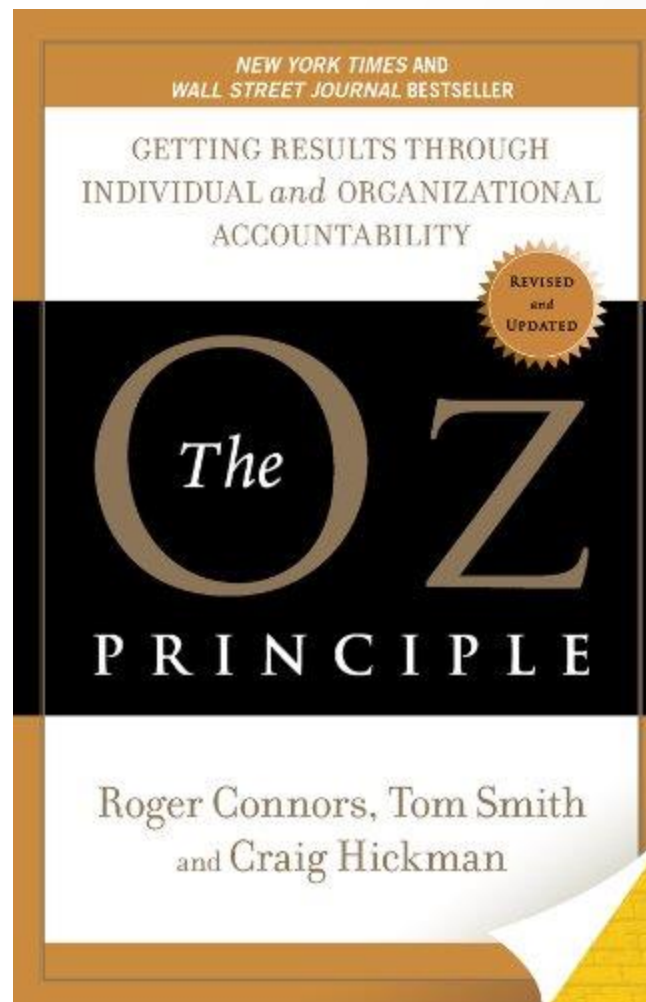
Joining Instructions



Introduction

- The Oz Principle
- How we used this theory to increase accountability and ownership
- How you can use this theory to improve accountability in your teams
- A personal story

The Oz Principle



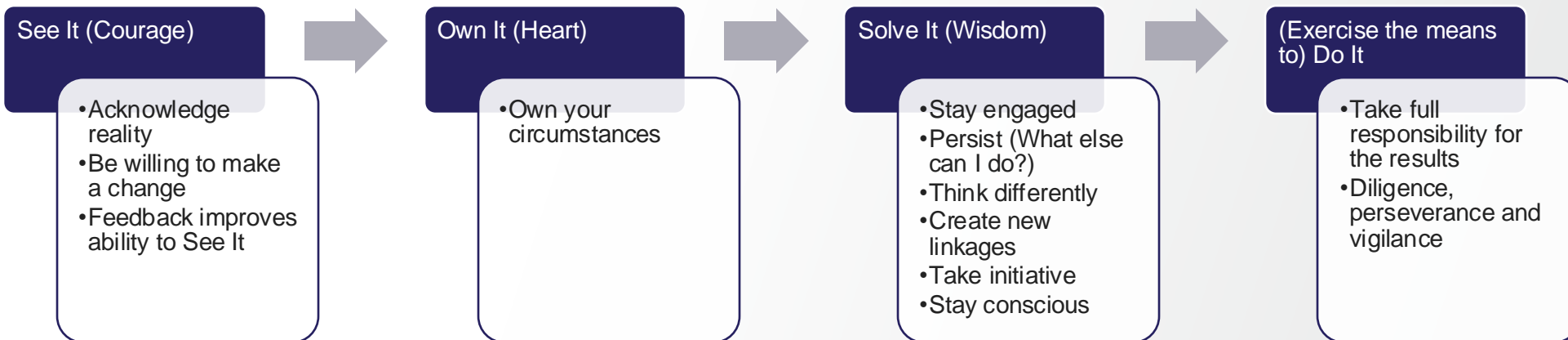
Adapted from The Oz Principle, Partners in Leadership, 2010.

Accountability is “a personal choice to rise above one’s circumstances and demonstrate the ownership necessary for achieving desired results—to See It, Own It, Solve It, and Do It.”

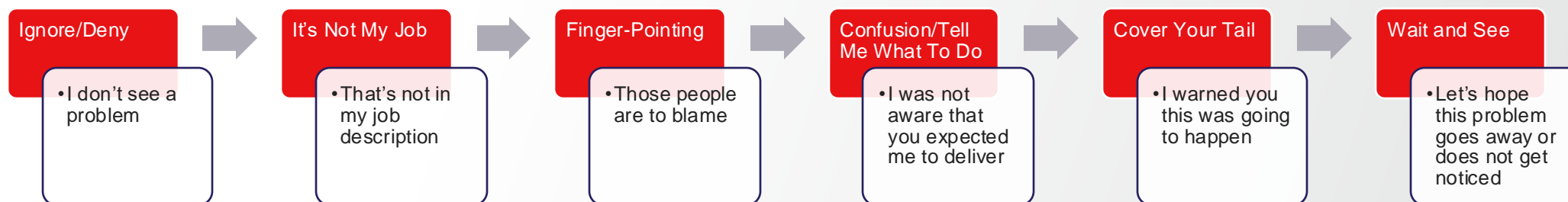
The Oz Principle: Behaviours

What can you do to move above the line

Focus on Results



The Victim Cycle



Introducing this to our teams

Series of presentations to
our Senior Leadership team

Build a vision of the steps to
accountability, allowing
leaders to challenge below
the line thinking and mentor
to success

Interactive presentation
at a Townhall meeting

Mentimeter keeps staff
engaged in the material
and is anonymous,
encouraging participation

Incorporating this into our common lexicon

People Managers were encouraged to bring the theory into their team meetings and 1-1 discussions

Within my leadership meetings, we discussed the impact the Townhall had on our teams

How had individuals reacted to this?

We had several lightbulb moments along with gradual realisations – all are valuable!

Within a line of 70 individuals across 10+ countries, I regularly hear the Oz Principle being mentioned

One key question -> What can I control or change in my situation?

This agility of thought is key to unlocking success!

What would I do differently?

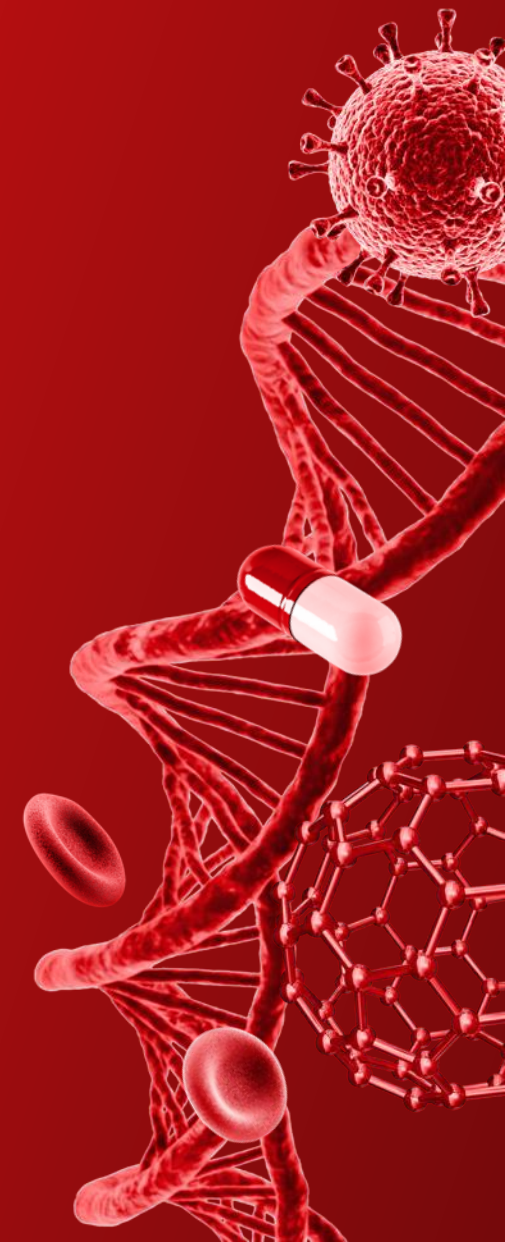
Repeat, repeat, repeat!

Use every opportunity to use the theory and challenge behaviours that stagnate mindset

More follow up with People Leaders

Mentimeter

Open Text | Now that you are familiar with 'The Oz Principle', what does accountability mean to you?



What accountability meant to our teams



Mentimeter

Open Text | What situations could you apply this thinking to?



Back in 2011, I was asked to step in for a departing colleague
and co-chair the Professional Development Stream

I have chaired several streams since then....but always with
one nagging doubt!

I stepped back from chairing streams and forgot about the doubt, until joining the PHUSE board and attending the EU and US Connects

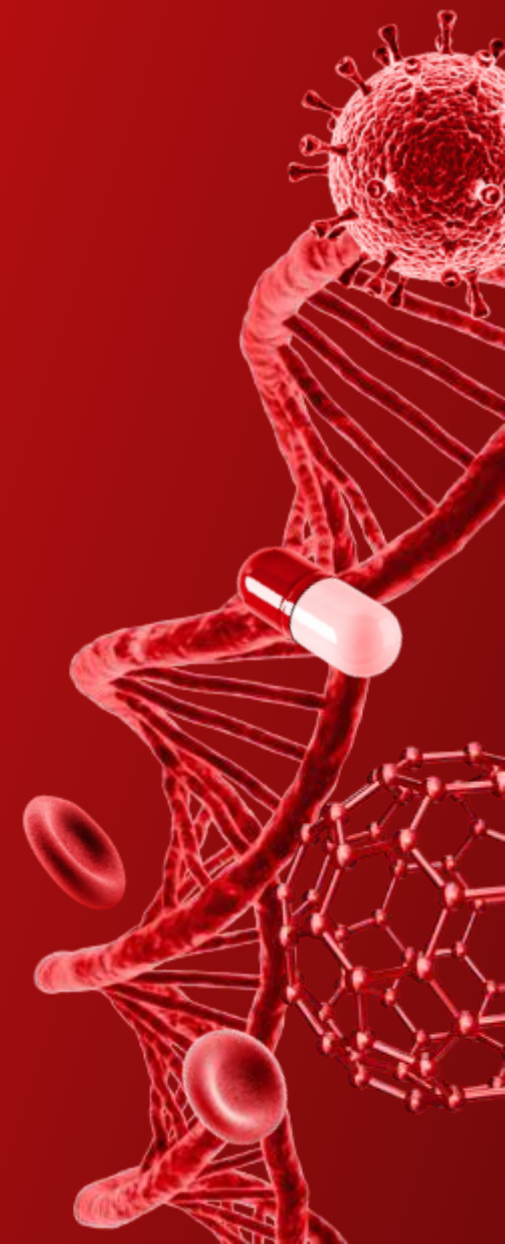
I felt the prior imposter syndrome reappear

A personal story

Doubts	Response
I don't think I have a credible subject to present	How influential has the Oz Principle been for me? SHARE IT!
I don't have the time to prepare	Split down the time between acceptance and the conference - your stream chairs support you with this
What if nobody likes my presentation?	Well....hopefully you do!
Is it worth the effort?	Help to put Imposter Syndrome to one side – I've done it!

Mentimeter

Open Text | Putting actions in place



Thank you

Accountability is “a personal choice to rise above one’s circumstances and demonstrate the ownership necessary for achieving desired results—to See It, Own It, Solve It, and Do It.”

