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Welcome Spring! Welcome, Autumn!

New Opportunities To Start All Over Again!



Spring 2025 Primavera 2025

During the season changing, specially on spring and autumn, represent for humanity the opportunity to sow and harvest. This changing season gives us also the opportunity to evaluate and think what we want for the future. Let's talk about building Accountability, as a way to start again!

Accountability is something you can not force—it has to be chosen. However, leaders are critical in creating the right conditions for accountability to thrive. Organizations that want employees to take ownership of decisions must provide support, clear expectations, and freedom to act.

How to make it happen

- Provide employees with the support, resources, and freedom to take initiative.
- A culture of fear kills accountability—create psychological safety to encourage open communication and responsible risk-taking.
- Own your mistakes, follow through on commitments, and set clear expectations to inspire a culture of responsibility.

You can't expect employees to be accountable if leadership isn't modeling the same behavior. When leaders own their mistakes, keep their promises, and follow through on commitments, they show others what real accountability looks like. Researchers highlight that "leaders who admit their failures build trust and credibility," reinforcing that accountability is about consistency and integrity.



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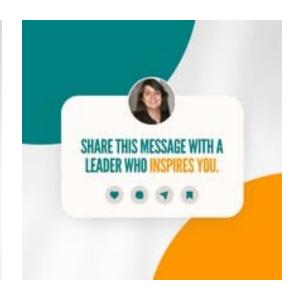
THIS RELATIONSHIP IS THE CONNECTION BETWEEN LEADER AND FOLLOWER.

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A LEADER CANNOT ADVANCE
IF HIS FOLLOWERS DO NOT
TRUST HIS VISION, AND
FOLLOWERS CANNOT
PROSPER IF THE LEADER
DOES NOT INSPIRE THEM.

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TOGETHER THEY FORM A TEAM WHERE MUTUAL RESPECT AND UNDERSTANDING ARE THE KEY TO OVERCOMING CHALLENGES AND ACHIEVING CREAT GOALS



Newsletter

To complement your readings and growth personal and professional, I am making the following recommendations. Para complementar la lectura y tener crecimiento personal y profesional, hago las siguientes recomendaciones.

- 1. Step Into A Brighter You!. Camina hacia una versión más brillante.
- 2. <u>Spring Into Action!</u>. Primavera en acción.
- 3. <u>Building Brighter Days</u>. Construyendo días más brillantes.
- 4. <u>Becoming A Better You</u>. Convirtiéndote en una mejor versión de ti.

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