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McGhee Productivity Solutions Releases White Paper on “Creating a Culture of Integrity and Accountability”

Investigating ways corporations can improve performance by creating sustainable cultures that embody alignment, focus, integrity, and accountability

DENVER, CO, August 13, 2009 – McGhee Productivity Solutions (McGhee) released a [white paper](#) today that analyzes ways organizations can create sustainable cultures by developing plans that come off the shelf and into the workspaces of every employee. According to the report, combining an operational approach for creating ‘hard’ results in conjunction with examining behaviors and beliefs within the business’s context, the ‘soft’ stuff, is the difference between yet another change management effort and a program that can truly help leaders focus organizational energy to deliver sustainable results.

The report examines McGhee’s multi-phased consulting service, the Objective Accountability Program (OAP), which addresses the need organizations have in today’s economy to remain competitive. The program offers proven solutions that drive results even during times of reorganization, consolidation, or morale upset caused by layoffs and cutbacks. Rolled out in 2007, the OAP has quickly gained momentum in corporate America with several of the Fortune 500, such as HJ Heinz and Microsoft. Recently, the CIO of an international construction management company stated, “Working with McGhee has completely changed the dynamic of my team. The OAP process is driving an accountability structure throughout our department resulting in improved organization, alignment, integrity, performance, and work/life balance among all team members.” ([Read full case study](#)).

McGhee’s OAP is significantly different than most planning processes because it comprised of three major components: the Strategic Team Plan, the Accountability Program, and the Sustainability Plan. During the Strategic Team Plan, the leadership of an organization creates specific objectives and projects for each functional area as aligns on the plans as a team. Through the Accountability Program a framework for communication and reporting results originates, including methods for structuring 1:1 meetings, reviews, and metrics to track the progress of each objective on a monthly and quarterly basis. The third component of the OAP, the Sustainability Plan, is designed to support organizations with implementing the program year-after-year on their own without additional support.

Much of the success of the OAP goes back to the four key values that emerge as a result of the program – alignment, focus, integrity, and accountability. Today, the companies that are aligned on a vision, operating in integrity, and regularly hold themselves accountable while staying true to their values are driving the biggest gains in the stock market.

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McGhee Productivity Solutions, Inc. (McGhee) provides consulting services, tools and education to increase productivity and work-life balance. Based in Denver, CO, McGhee integrates its proven methods and protocols with Microsoft technology to deliver innovative action-management strategies to individuals and organizations worldwide. From the boardroom to the knowledge worker, the McGhee approach maximizes technology investments, improves job satisfaction and drives sustainable productivity throughout an organization. CEO Sally McGhee is the author of the popular book series Take Back Your Life! Using Microsoft Outlook to Get Organized and Stay Organized. McGhee is in the process of becoming a Certified Woman-Owned Business www.mcgheeproductivity.com