

Building a Culture of Accountability

Creating Shared Commitments that Strengthen Teams

Thursday, December 3, 2026
9:30 a.m. - 12:00 p.m. ET via Zoom

Strong team cultures don't happen by accident—and they don't sustain themselves during times of constant change.

As nurse leaders navigate turnover, varying levels of experience, and continual onboarding of new team members, creating and sustaining a cohesive culture built on shared expectations, accountability, and teamwork has become more important—and more challenging—than ever.

Building a culture of accountability requires more than holding people responsible for outcomes. It begins with establishing shared expectations, defining team norms, and creating a sense of ownership and belonging. When leaders intentionally cultivate these foundations, accountability becomes part of the team's culture rather than something imposed from the top.

This interactive session will equip nurse leaders with practical tools and proven strategies for building engaged, accountable teams that communicate openly, support one another, and consistently deliver exceptional care. Through facilitated discussion, practical exercises, self-reflection, and proven leadership models, participants will gain strategies to:

- Establish clear team expectations and define behavioral norms that strengthen accountability
- Lead conversations that build trust, transparency, and openness to improve teamwork
- Provide ongoing positive and redirective feedback that reinforces accountability
- Deepen shared commitments to strengthen collaboration and teamwork



Josh Perlman, Workplace Culture Expert and Executive Coach

Josh Perlman is a workplace culture consultant, executive coach, and master facilitator with more than 24 years of experience helping organizations build cultures that foster engagement, accountability, and high performance. As Founder of Straight Talk Consulting, he specializes in leadership development, organizational effectiveness, and creating workplaces where people and teams thrive.

Register now!

[oonl.org/
building-a-culture-of-
accountability-fall-2026](https://oonl.org/building-a-culture-of-accountability-fall-2026)

Space is limited.

Program Logistics

- Target Audience: Nurse leaders at all levels
- Contact Hours: 2.5 Contact Hours will be awarded for participation.
- Registration fee: \$125 per person, or \$1,000 for 10 people.
- Groups: To register a group, [download our sign-up form](#).