



Scaling the Ownership Mindset

Solving problems early, accelerating execution, and building cross-team trust.

Description

Performance breaks down when people feel disconnected from the mission, unsure it's safe to speak up, and stuck in blame, silence, or quick escalation—causing stalled decisions, drifting priorities, bottlenecks, and eroded trust.

In this keynote, Tania equips leaders and employees with a future-focused ownership mindset that makes accountability a consistent way of operating. Using the Purpose → Permission → Pursue framework, participants connect daily work to strategy and targets, build a candid “code we live by,” and take intentional peer-driven action to solve issues before they escalate—supported by stories, myth-busting, and practical tools.

Key Learnings:

- **Feel more clarity on the day-to-day** by linking work to the bigger mission—so priorities make sense and execution feels purposeful
- **Shift from friction to forward motion** by focusing conversations on outcomes—reducing rework, delays, and cross-team tension
- **Strengthen psychological safety and candid voice** so people raise risks early, add unique POVs, and protect the client and the mission
- **Solve challenges peer-to-peer**, building stronger cross-team relationships while reducing unnecessary escalation & bottlenecks
- **Apply ready-to-use exercises, language and templates** that reinforce ownership, close loops, and sustain momentum long after the keynote.