

Fostering Trust in Leadership



“Trust is the glue of life. It’s the most essential ingredient in effective communication. It’s the foundational principle that holds all relationships.”

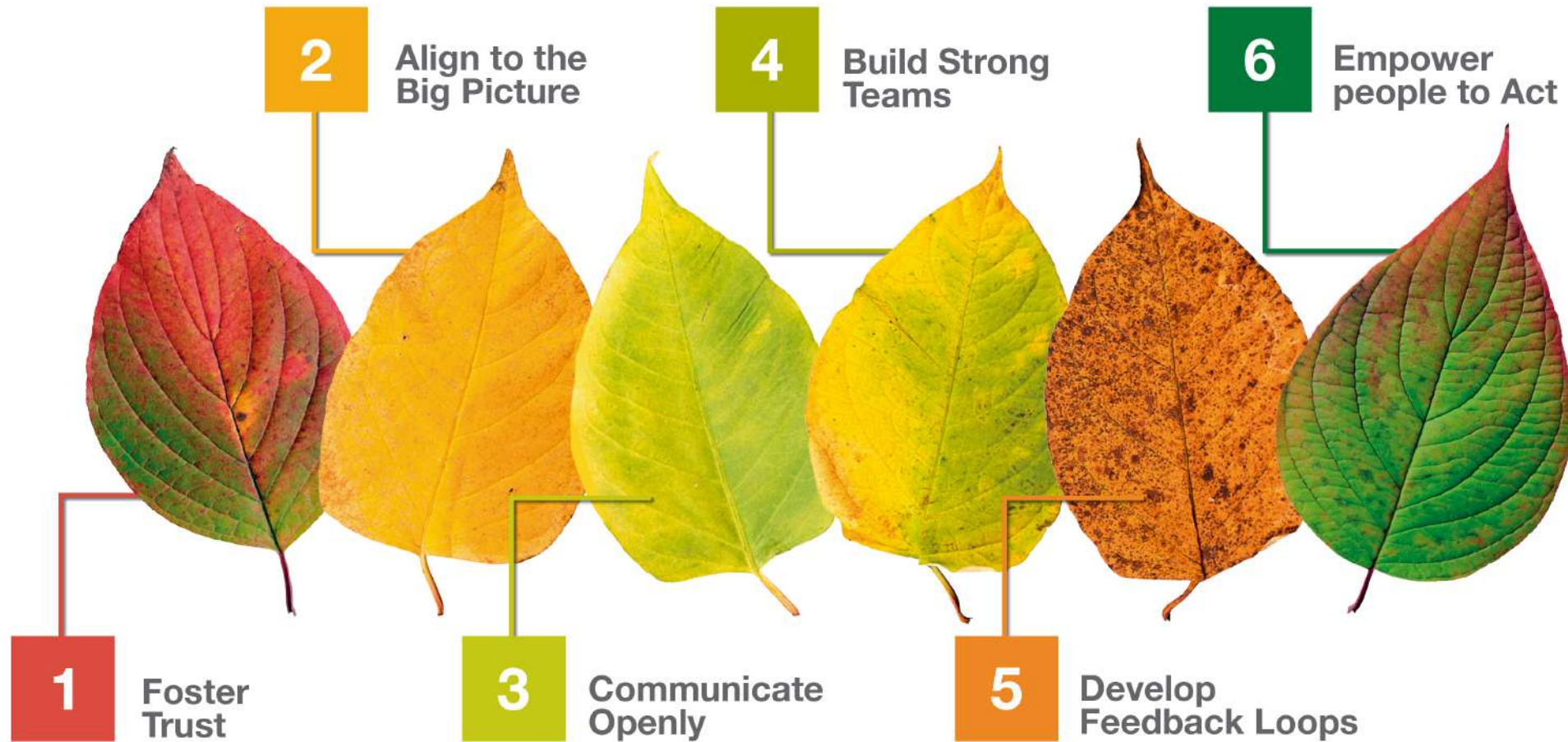
– STEPHEN R. COVEY

About Me – Kristyn Haywood



A Leader's **SIX** Obsessions

This is a true Leader's obsessive quest



Up to **4 days Training** delivered flexibly supported by **Leadership Coaching Circles**

A Leader's Six Obsessions

LEADERSHIP COACHING CIRCLES

Why Leadership Coaching Circles

The purpose of Leadership Coaching Circles is to create a monthly habit of self-reflection and discussion with a like-minded community of peer leaders.

What is Covered

Each circle covers each of 'A Leader's Six Obsessions'.

How is it Organised

- The circles take 1.5 hours, once a month.
- The facilitator takes the lead for the first 2-3 circles.
- The facilitator teaches the group the 'circle process'



A Leader's Six Obsessions

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Obsession One: **Foster Trust**

Successful leaders are obsessed with fostering the kind of trust that compels their people to go above and beyond. Trustworthy leaders consistently develop their emotional intelligence, integrity and deepen their humility.



LEARNING OUTCOMES

- Learn 'The Seven Elements of Trust' model and self-assess strengths and development areas.
- Clarify personal boundaries and respect others' right to have theirs.
- Assess personal values, through a world renowned assessment, and align them with deeds.
- Develop the inspiring trait of owning, admitting and learning from mistakes.
- Identify unconscious bias programs that lead to divisive and misleading judgements.
- Recover from 'trust issues' quickly to get the team back on track.

A Leader's Six Obsessions

RESEARCH FROM WORLD RENOWNED LEADERSHIP EXPERTS



Brene
Brown



Fran
Frees



Patrick
Lencioni



Michael
Bungay Stanier



Stephen
Covey



Simon
Sinek



Marshall
Rosenberg

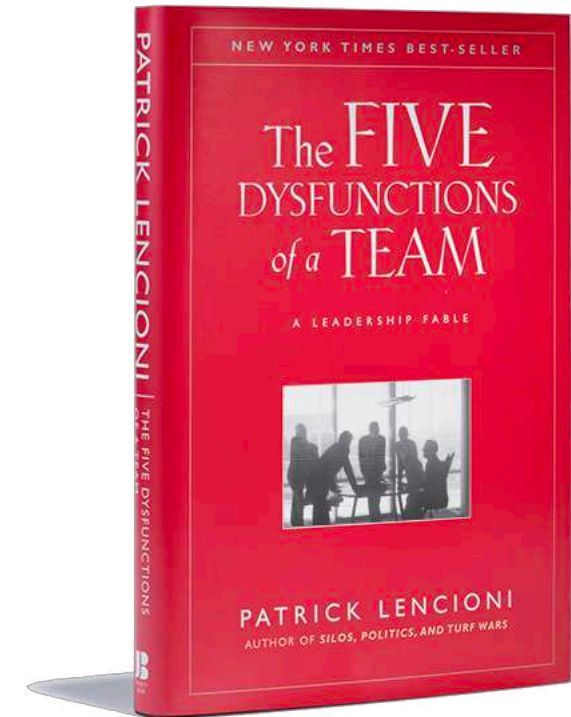
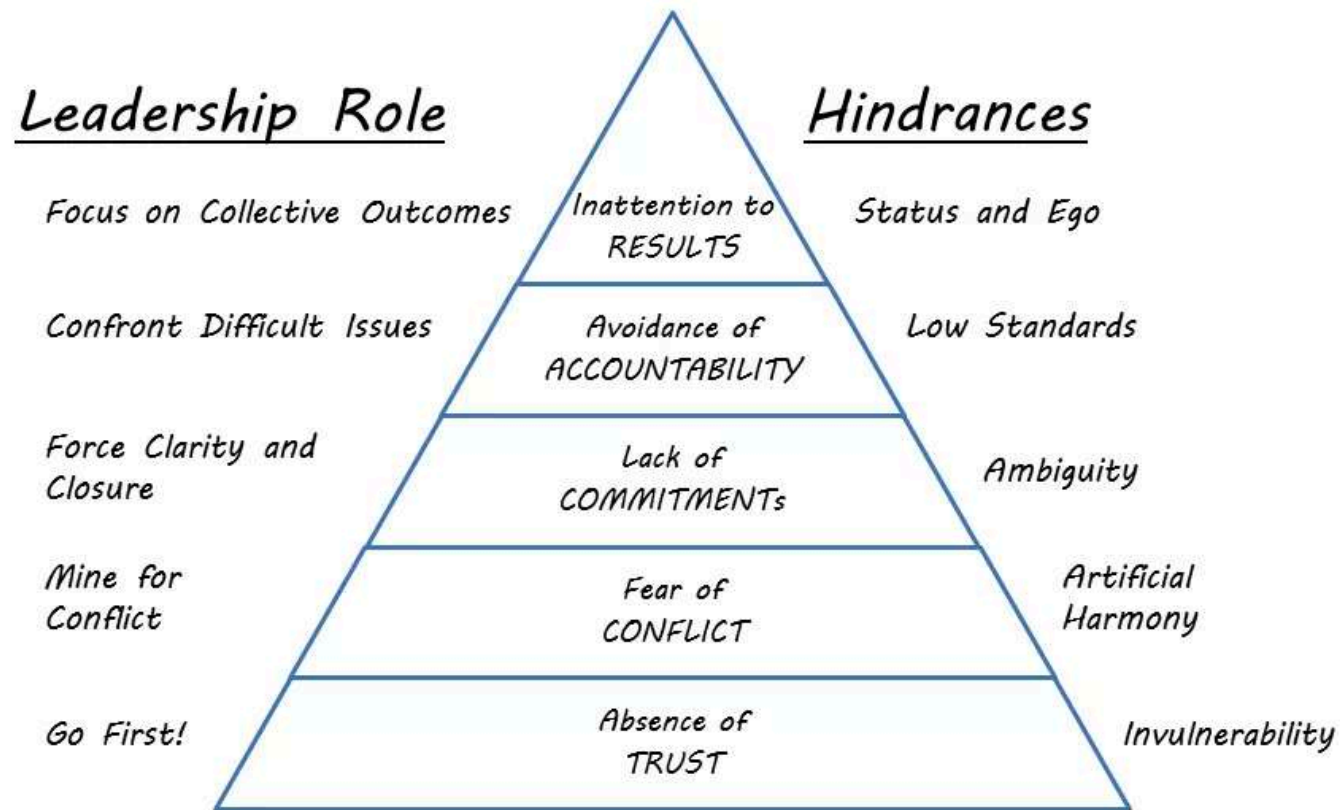


Daniel
H. Pink



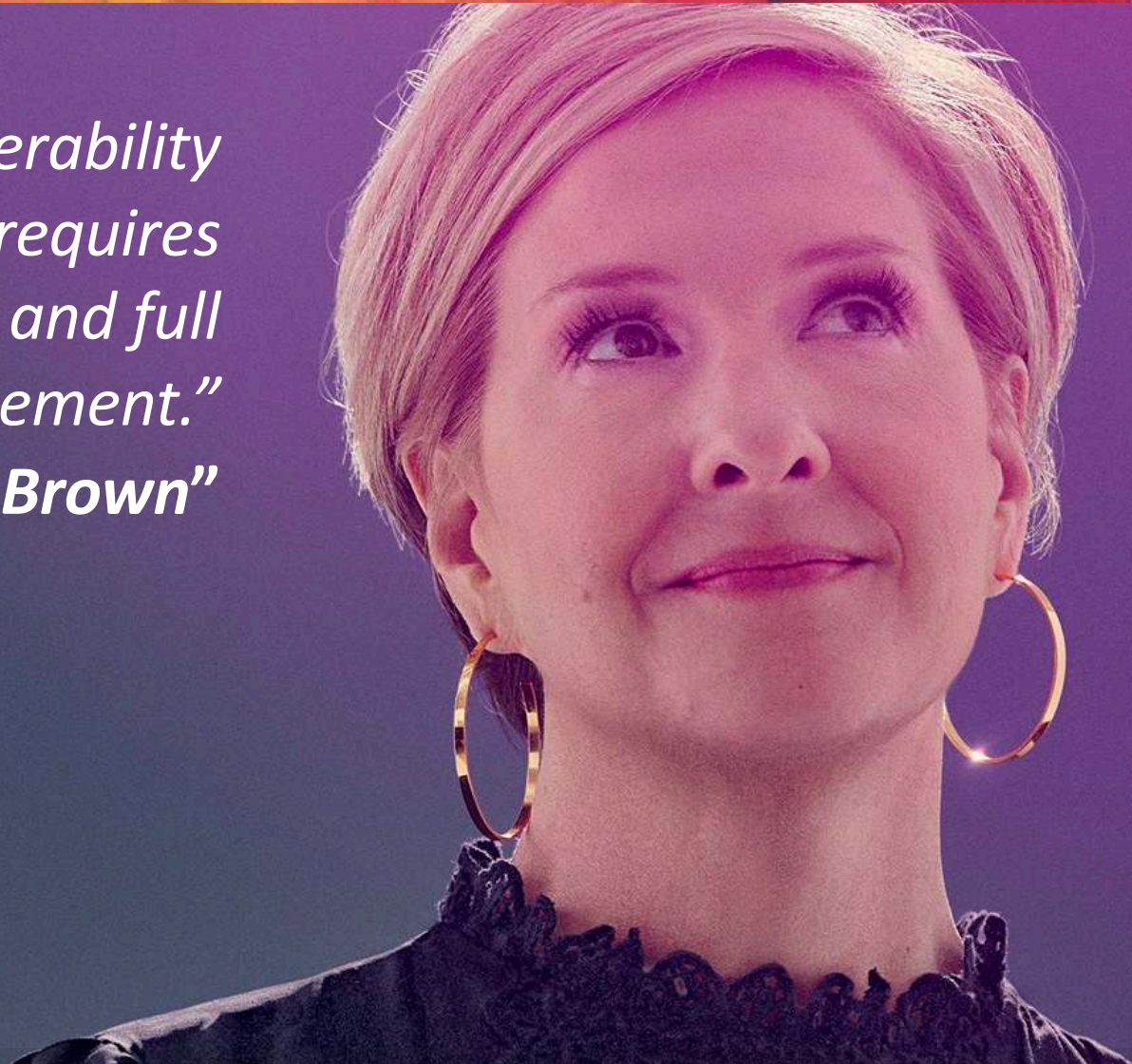
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The Five Dysfunctions of Teams Summary



Fostering Trust in Leadership

“Trust is a product of vulnerability that grows over time and requires work, attention, and full engagement.”
— Brené Brown”



BRAVING Framework of Trust



BRAVING **THE SEVEN ELEMENTS OF TRUST**

Boundaries | You respect my boundaries, and when you're not clear about what's okay and not okay, you ask. You're willing to say no.

Reliability | You do what you say you'll do. At work, this means staying aware of your competencies and limitations so you don't over promise and are able to deliver on commitments and balance competing priorities.

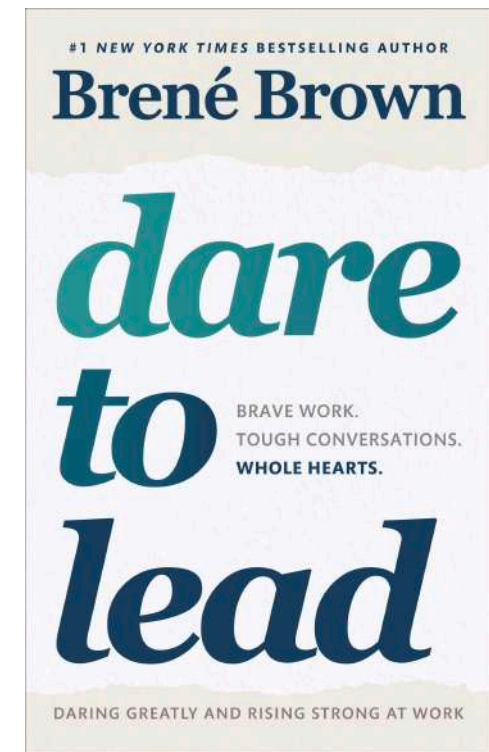
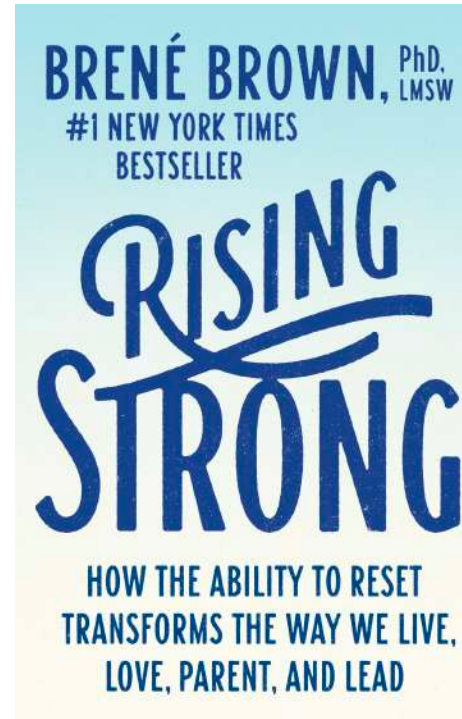
Accountability | You own your mistakes, apologize, and make amends.

Vault | You don't share information or experiences that are not yours to share. I need to know that my confidences are kept, and that you're not sharing with me any information about other people that should be confidential.

Integrity | You choose courage over comfort. You choose what is right over what is fun, fast, or easy. And you choose to practice your values rather than simply professing them.

Nonjudgment | I can ask for what I need, and you can ask for what you need. We can talk about how we feel without judgment.

Generosity | You extend the most generous interpretation possible to the intentions, words, and actions of others.



BRAVING Framework of Trust

Boundaries

I respect others' boundaries, and when I'm not clear about what's okay and not okay, I ask. I'm willing to say no.

Reliability

I do what I say I'll do. At work, this means I stay aware of my competencies and limitations so I don't over promise and are able to deliver on commitments and balance competing priorities.

Accountability

I own my mistakes, apologise, and make amends.

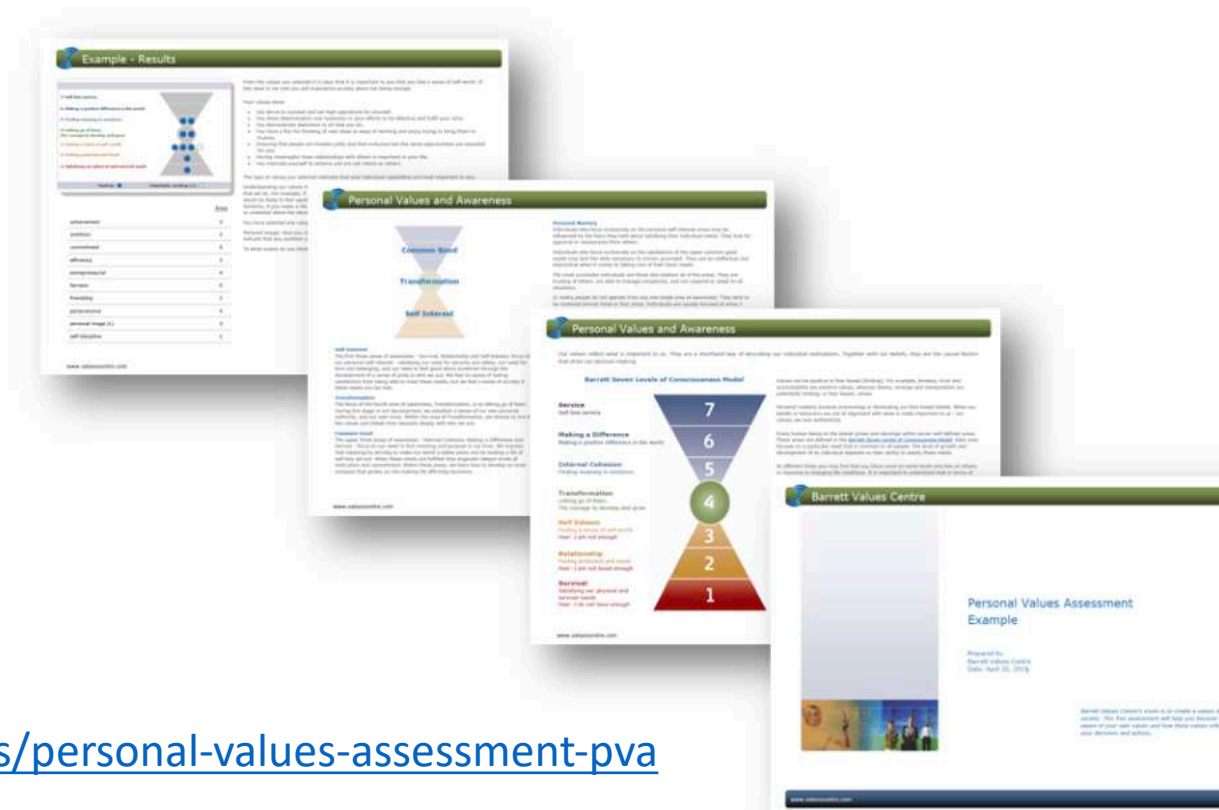
Vault

I don't share information or experiences that are not mine to share. I keep confidences and don't share them with other people should they be confidential.

BRAVING Framework of Trust

Integrity

I choose courage over comfort. I choose what is right over what is fun, fast, or easy. And I choose to practice my values rather than simply talking about them.



<https://www.valuescentre.com/our-products/products-individuals/personal-values-assessment-pva>

BRAVING Framework of Trust

- Achievement
- Compassion
- Adaptability
- Making a difference
- Courage
- Continuous Learning
- Open communication
- Fairness
- Independence
- Teamwork
- Integrity
- Creativity
- Initiative
- Humour/fun
- Leadership
- Competence
- Accountability
- Respect
- Honesty

BRAVING Framework of Trust

Nonjudgement

I can ask for what I need, and I let others ask for what they need.
We can talk about how we feel without judgment.

Generosity

I extend the most generous interpretation possible to the intentions, words, and actions of others.

BRAVING Framework of Trust

Nonjudgement

I can ask for what I need, and I let others ask for what they need.
We can talk about how we feel without judgment.

share
your
story

When you say *“the story I’m making up,”* Brown says that it conveys “I want you to see me and understand me and hear me, and knowing what you really mean is more important to me than being right or self-protecting.”

BRAVING Framework of Trust

Generosity

I extend the most generous interpretation possible to the intentions, words, and actions of others.



Fostering Trust in Leadership



How do you get trust back after it's been broken?

Our Signature Programs

OUR SERVICES

- Cultural, Leadership, and Engagement diagnostics in the form of 360-degree assessments and reports
- Facilitation on significant issues that could derail important programs of work.
- Executive/Senior Team Team Alignments
- Leadership Development at all levels
- Executive Coaching
- Design-thinking/agile methodologies to introduce new thinking into the business
- Ethics Training in the form of Dr. Mary Gentile's work – Giving Voice to Vales

COMPANIES PEOPLE FOR SUCCESS HAVE WORKED WITH:



THALES



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