

Transforming Trust within your Organisation

Equip your leaders with the insights, skills and abilities to successfully build high trust relationships, enhancing change in teams and create a culture of trust.




Introduction

Trust is the foundation of effective relationships and is especially important in the workplace.

There is no doubt trust is under the spotlight currently as the main currency for high performance in organisations. Nowhere is this currency more valuable than when it comes to creating teams that can transform and succeed through high levels of change.

With the current challenges in Leadership its no longer enough to believe trust is present. It's time to take action.

*Current research shows **one in three** employees trust their leadership* 
- Edelman Barometer research report

When trust is truly present the organisation benefits:

- Performance improves across all levels
- Its easier to attract and retain talent
- Greater collaboration across teams
- Higher levels of Employee Engagement

Your people matter. Struggling to know where to start to build or enhance trust? [Assess your trust levels](#) within your organisation, team or individual.

Leader Ready

Trust has never been a more important focus for organisations and for leaders as it is today. Trust creates strong loyalty, better relationships and positively transforms the culture of an organisation.

Trust plays a key role in:

- Receptive listening
- Productive collaboration
- Knowledge sharing
- Decision making

At OMT we understand how challenging it is to build trust within the organisation. That is why we have developed the Transformational Trust Programme to help equip your people managers and leaders with the insights, skills and abilities to successfully build high trust relationships, enhancing change in teams and create a culture of trust.



Why Trust in Teams

Trust is key to success. When your people trust their managers or leaders they perform better, more engaged, less stressed and are satisfied at work. Leadership need to be honest, credible, dependable and care for employees.

It's no secret that high trust is what is needed yet so many teams and organisations struggle to implement or sustain over time. The results speak for themselves...



Source: Paul J. Zak

Key Outcomes

Our Transformational Trust Programme facilitates:

- An understanding of how effective people managers and leaders build trust to enable successful business transformation.
- Leaders and Managers who will behave as mentors and role models to team members by demonstrating appropriate self-awareness, self-regulation and social skills.
- Leaders and Managers who build effective high trust teams by managing others consistently through trust based performance management, conflict management, feedback and coaching.
- Leaders and Managers who are effective in conducting trust based meaningful conversations based on two-way dialogue which focuses specifically on performance improvement, and creates the right motivation for teams to contribute to a culture of continuous improvement.

Aimed at:

- ✓ Frontline Managers or team leaders
- ✓ Middle Managers
- ✓ Senior Executives

What we focus on:

1. Definition of Trust

- Trust at the individual, team and organisational level is the measure to which people experience others as reliable, credible and competent.

2. Evaluation of trustworthiness

- Individual, team or organisational assessment of trust

3. Levels of trust in your interpersonal relationships

- Exploration of trust in work relationships.
- Impact of personal conflict and personality clashes on trust
- Actions to build trust in interpersonal relationships

4. The impact of trust in teams

- The link between high trust and high performance in teams
- Exploration of the trust levels in teams
- Skills and techniques for building trust in teams

5. How you build trust in your team

- Skills and techniques for building trust in your team
- Developing a trust building approach and action plan

6. Building high trust in the organisation

- How trust changes culture
- Impact of trust levels on strategic visioning, planning and implementation
- Building trust in a network

Ready to get started

**Contact us to help you build Trust within your
organisation.**

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Since 1989, OMT has been a trusted partner to the world's biggest brands and most progressive organisations, delivering innovative and bespoke Leadership development solutions. Our passion, extensive experience, deep knowledge, creative and enthusiastic approach is globally renowned.

Grow your People, Grow your Business.



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