

a leadership practicum

creating a **culture**
of **trust**



● **lack** of trust price tags

teams with ●
broken trust

building **cultures**
that **foster** trust ●



make

people

trust

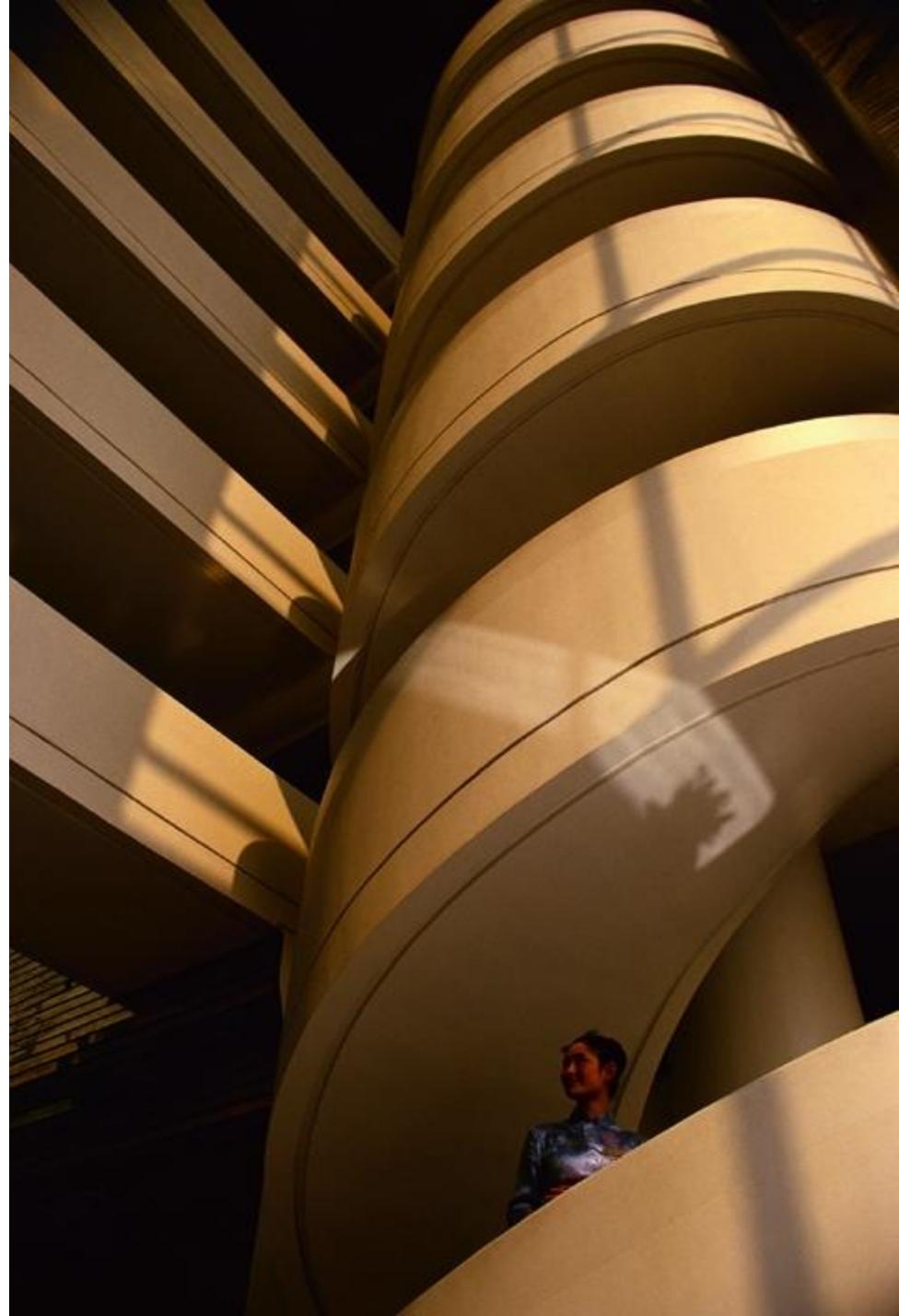
each other?

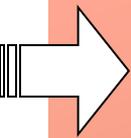
how

leaders

can

help



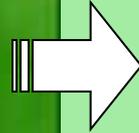


how do **you**

define **trust?**



This team needs you!



what does

a team

without trust

look

like?



Lack of Trust
Price Tag?

Transaction Costs



Self Protection





broken

Trust?

other price tags?

how can **leaders**
help **teams** build **Trust**?



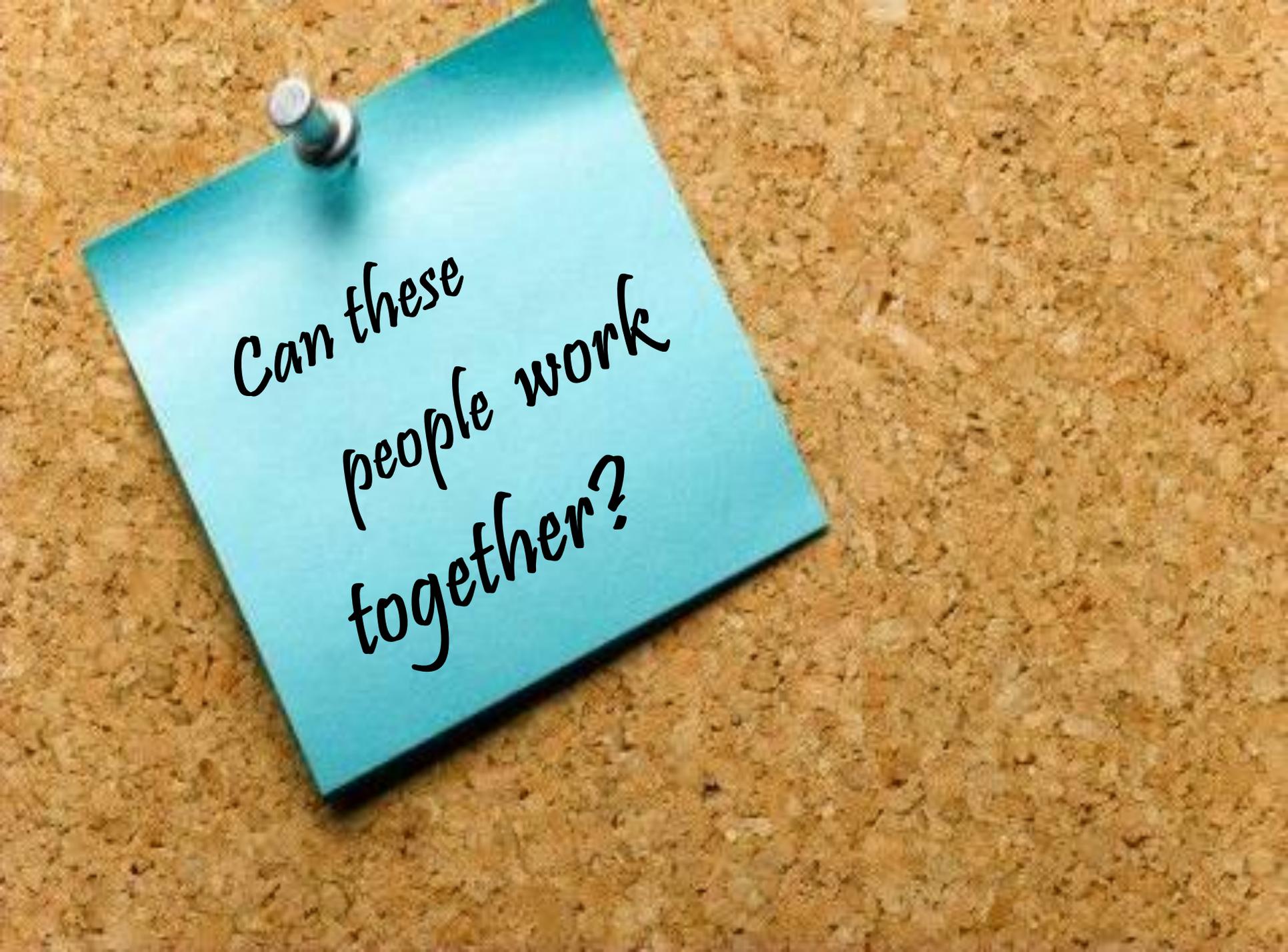
“Get

Trustworthy People”



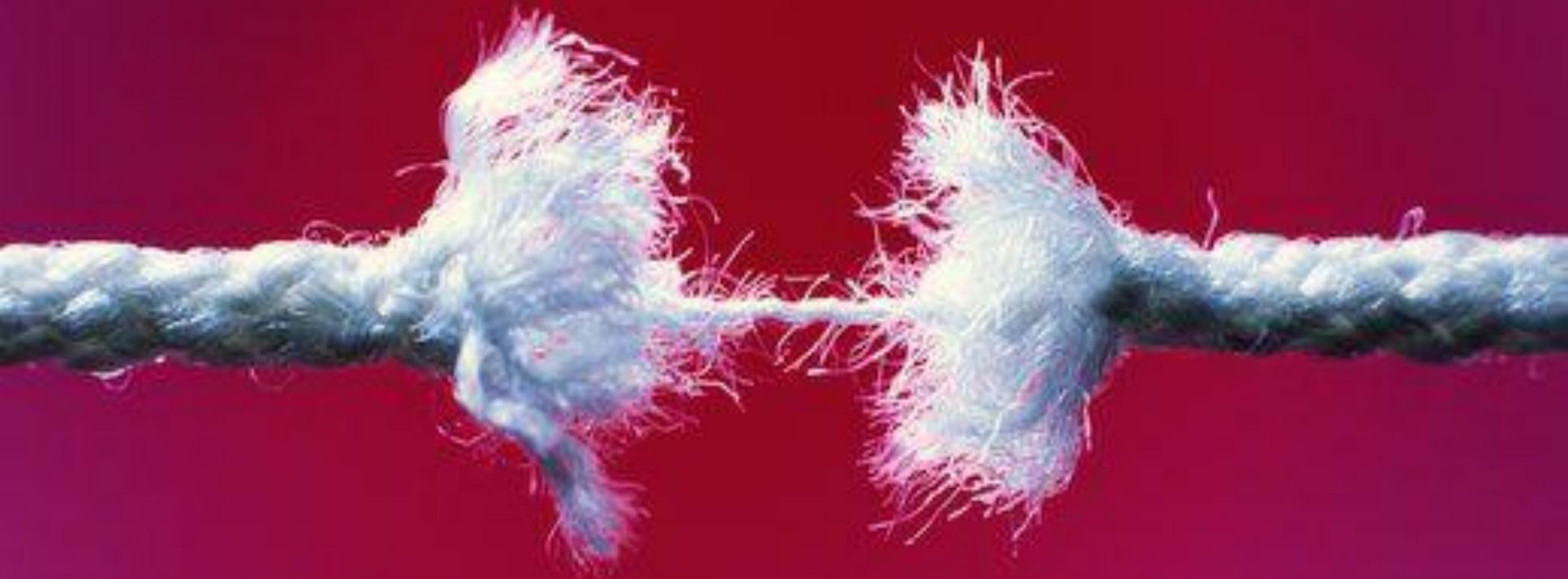
how often
does that happen?





Can these
people work
together?

broken Trust?



Or ...

trust **Not**

built ?



assess
the
team



who talks to whom?

who listens?



A vast desert landscape with sand dunes and a path of footprints leading towards the horizon under a cloudy sky. The text is overlaid on the left side of the image.

broken **trust** with
a **person**
on the team ?

what do **YOU** do?



get the **right people** on the bus
in the **right seats.**

- Jim Collins



get the **wrong** people **off** the bus.

is the **next** bus
stop theirs?





does the **team**
need this
person ?

the “**vacation** test”



**build
an Island?**



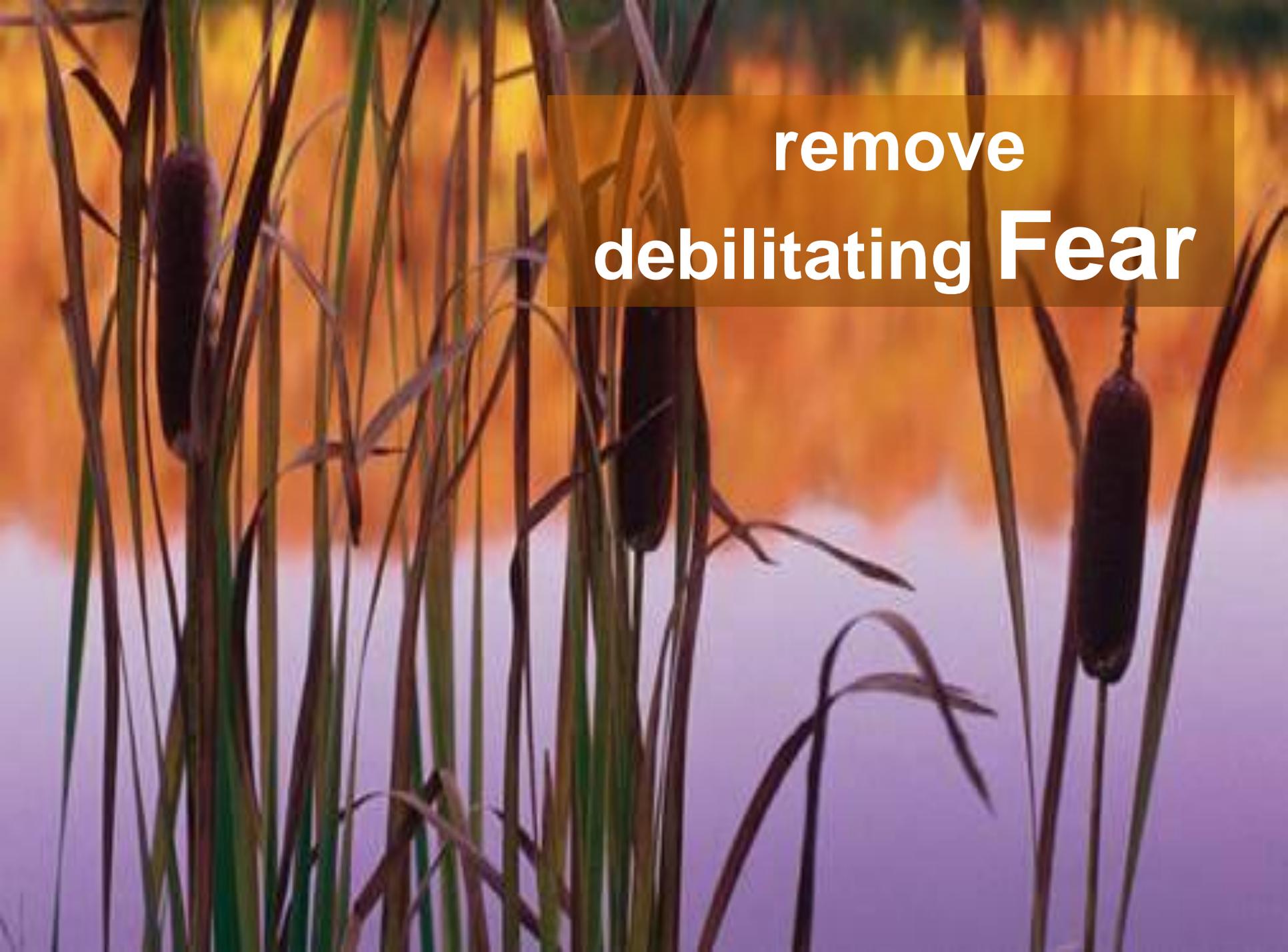
integrate?





create a

Culture of trust

A photograph of tall reeds with dark, cylindrical seed heads against a blurred background of a sunset or sunrise over water. The sky is a mix of orange, yellow, and purple. The reeds are in the foreground, some in sharp focus and others blurred.

**remove
debilitating Fear**

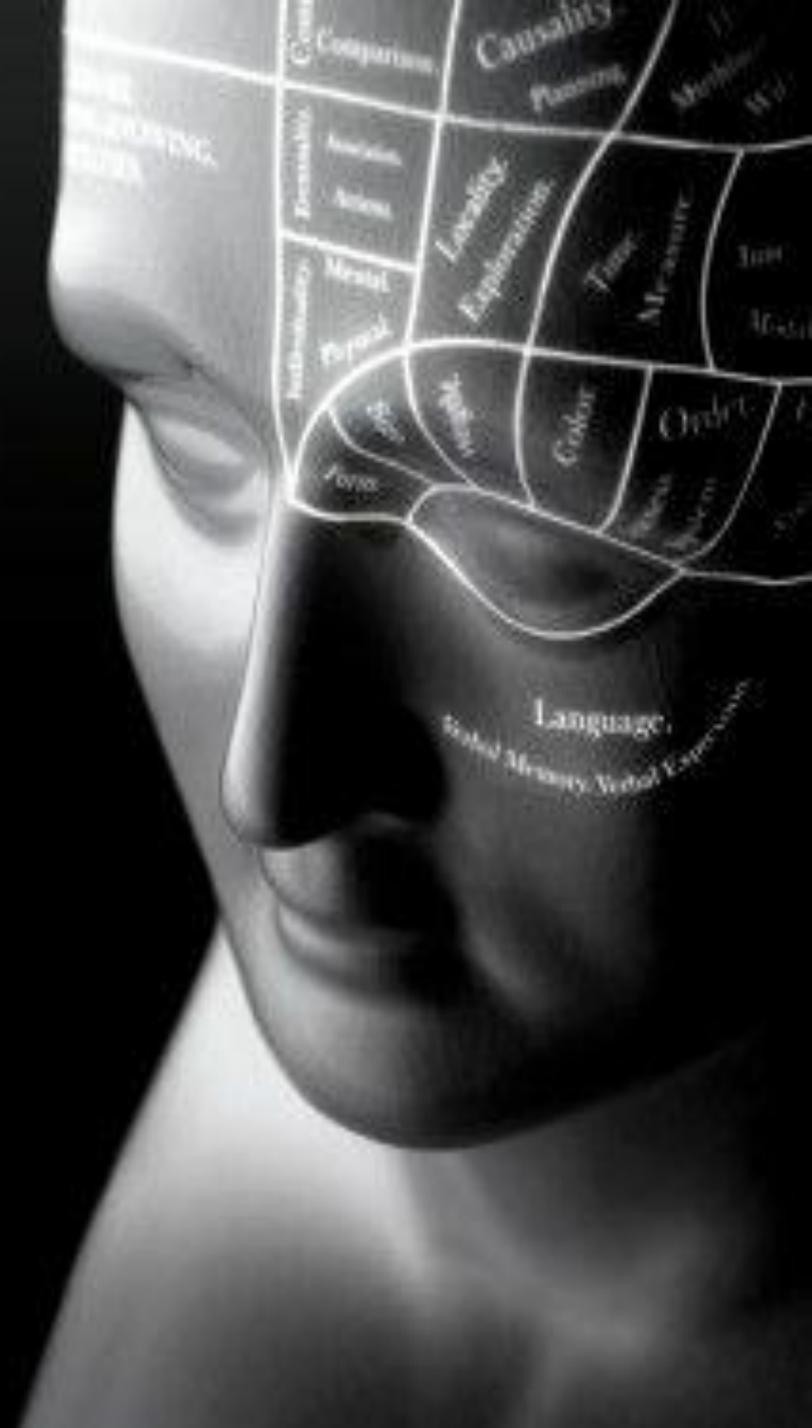
in collaboration, people
fear ...

- Warren Bennis
Beyond Bureaucracy

losing
identity



losing
intellectual
mastery



A close-up photograph of a dense field of green clover leaves. The leaves are small and rounded, with some showing signs of being wet. A single, small, five-petaled pink flower is visible in the lower right quadrant, standing out against the sea of green.

losing

individualism

➔ what do people fear ?



fostering

trust in

teams

team based measurements



people do
what they are
measured
by

measure **results**

let **team** evaluate
themselves



build
confidence



how ?

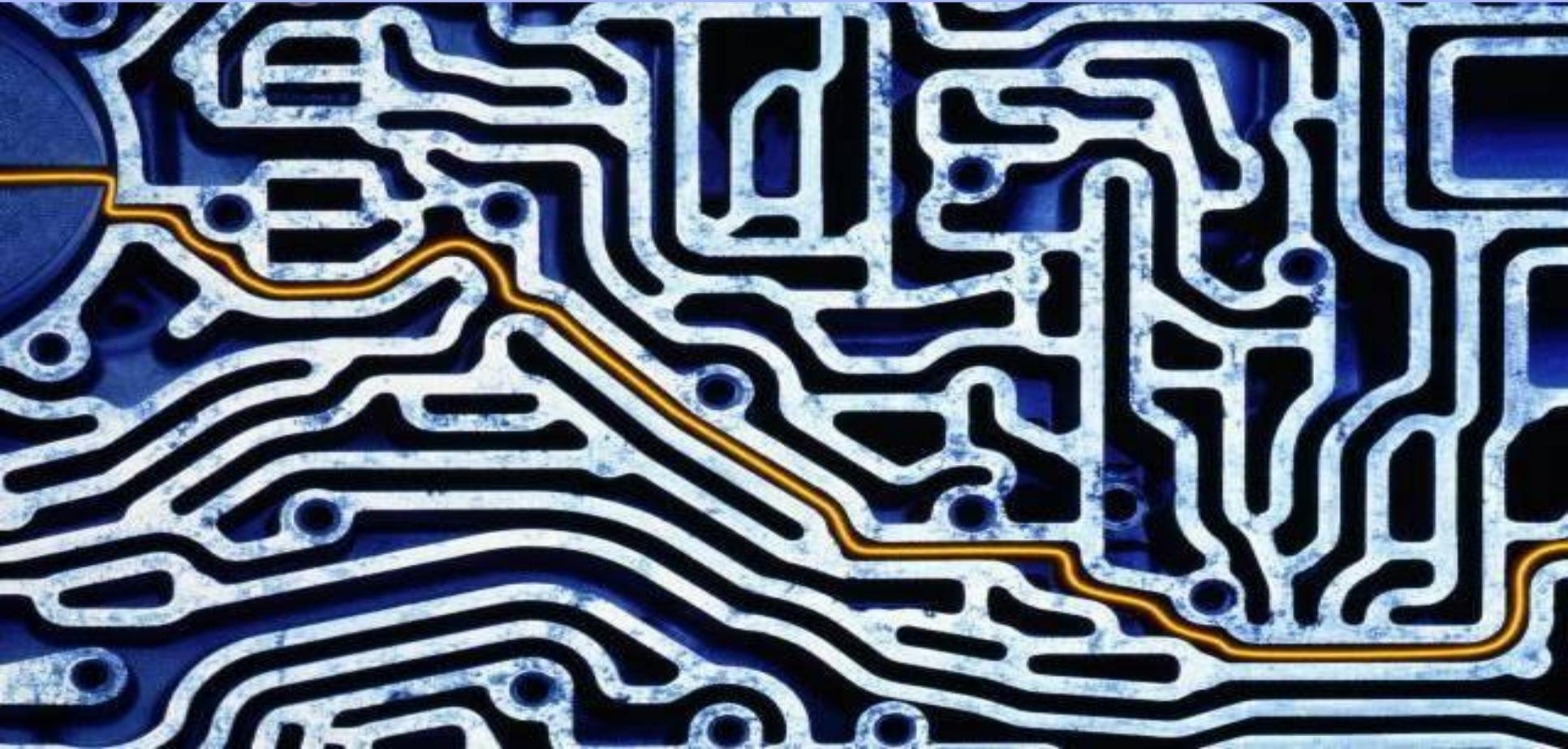
short iterations ...

early **wins**



protect

team Boundaries



leadership role ?



Authentic



purpose over
personal agenda





Trustworthy

stay **Positive**

The background features a series of glowing, curved lines that create a sense of motion and depth. The colors range from bright yellow and orange to deep red and blue, set against a dark, almost black background. The lines are slightly blurred, giving the impression of light trails or data paths.

Focus on magnifying a person's strengths rather than remedying weaknesses.

- *Peter Drucker*

continuous

feedback





summary

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