

PULLING IN THE SAME DIRECTION

THE HIGH TRUST TEAM

*Nurturing a high performance culture of
Trust, Empowerment & Accountability*

*A customised Trust, Empowerment &
Accountability enhancement initiative*
● *from*



YOUR **F.I.R.S.T.** LEARNING & DEVELOPMENT PARTNER
FUTURE-READY - **I**NNOVATIVE - **R**ELEVANT - **S**TRATEGIC - **T**RUSTED

INSPIRING LEADERS, INSPIRED ORGANISATIONS

OVERVIEW

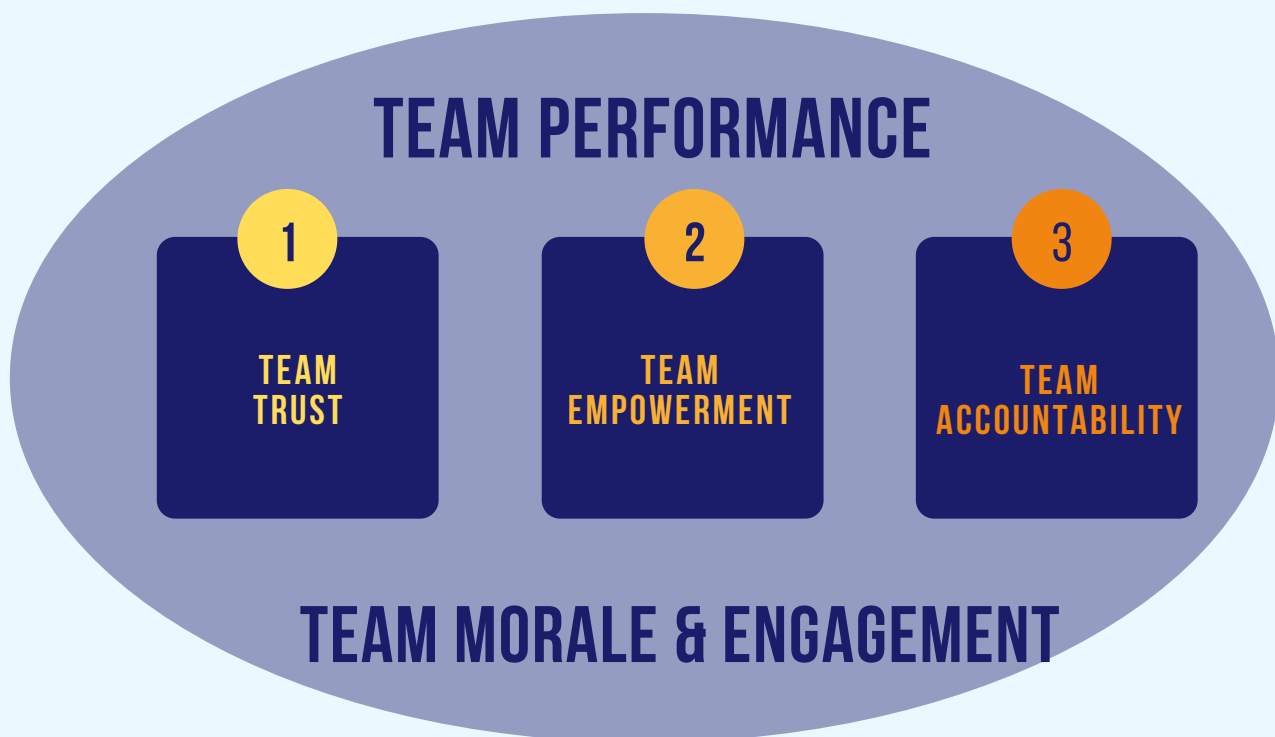
UNLOCK THE TRUE POTENTIAL OF YOUR TEAMS

Leading and managing high performing teams is more challenging than ever. **45% employees say that a lack of trust in leadership is impacting their performance.***

Lower employee engagement coupled with a relentless results-oriented business environment is exacerbated by the modern-day reality of rapid change and disruption.

High performing teams are **F.I.R.S.T.** - **F**uture-Ready, **I**nnovative, **R**elevant, **S**trategic and **T**rusted because their foundation rests of 3 solid pillars - High Team Trust & Psychological Safety, Empowerment and Accountability.

These ensure that positive behaviours are exhibited and reinforced consistently, resulting in high morale, motivation and engagement.



*Edelman Global Barometer Trust Report

PEOPLE WORKING IN HIGH-TRUST TEAMS:

- ✓ Are 70% more aligned with their jobs
- ✓ Feel 66% closer to their colleagues
- ✓ Enjoy their jobs 60% more
- ✓ Feel 41% greater sense of accomplishment
- ✓ Depersonalise each other 41% less
- ✓ Experience 40% less burnout from their work
- ✓ Enjoy 11% more empathy for/from their colleagues

SOURCE: <https://hbr.org/2017/01/the-neuroscience-of-trust>

Team Trust Levels



Trust Un-packaged



Teams that have a robust Social Contract / DNA Guide tend to:

1. Spent less time in Norming and Storming
2. Hit the PERFORMING stage much faster
3. Deliver higher results consistently
4. Are more engaged, motivated and retain talent much longer
5. Attract higher quality talent

A CUSTOMISED AGENDA

HI-ENERGY TEAM BONDING ACTIVITY

- Team members get to know each other better
- Team members identify and acknowledge each others' unique strengths
- Driving home the benefits / value of High Trust, Empowerment & Accountability

CONVERSATIONAL INTELLIGENCE

- Understand how conversations shape relationships and the culture
- Types of conversations and their impact on Team Trust
- Activity that helps participants use simple techniques to create inspiring conversations that build rapport, provide clarity & learning

THE FOUNDATION OF TRUST

- Team realises their current level of Trust - using the FOLDAC trust survey. *(Each participant undergoes the 6-question Trust Survey to enable this)*
- Trust-Video: Clarify the factors that impact team trust & psychological safety.

THE TRUST SOCIAL CONTRACT / TEAM DNA GUIDE

- PLAYBOOK PRIMER - Paired activity that helps get members ready to jointly evolve their social contract
- THE SOCIAL CONTRACT - Fun team game that helps team jointly evolve a robust and pragmatic team contract

HI-ENERGY TEAM BONDING ACTIVITY

- Game / Competition that helps team to apply the learnings and end day on a high
- The Way Forward - Team leaves energised, empowered and inspired to act on their social contract

- Above agenda can be adapted for a half-day (in-person, virtual or hybrid) session also.
- Another powerful option is to run this as a half-day session along with LICENCE TO THRILL - our highly sought after team bonding session.

Future-ready. Innovative. Relevant. Strategic. Trusted.



INFLUENCE SOLUTIONS

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PARTNERING ORGANISATIONS TO INFLUENCE A HIGH TRUST CULTURE

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