

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

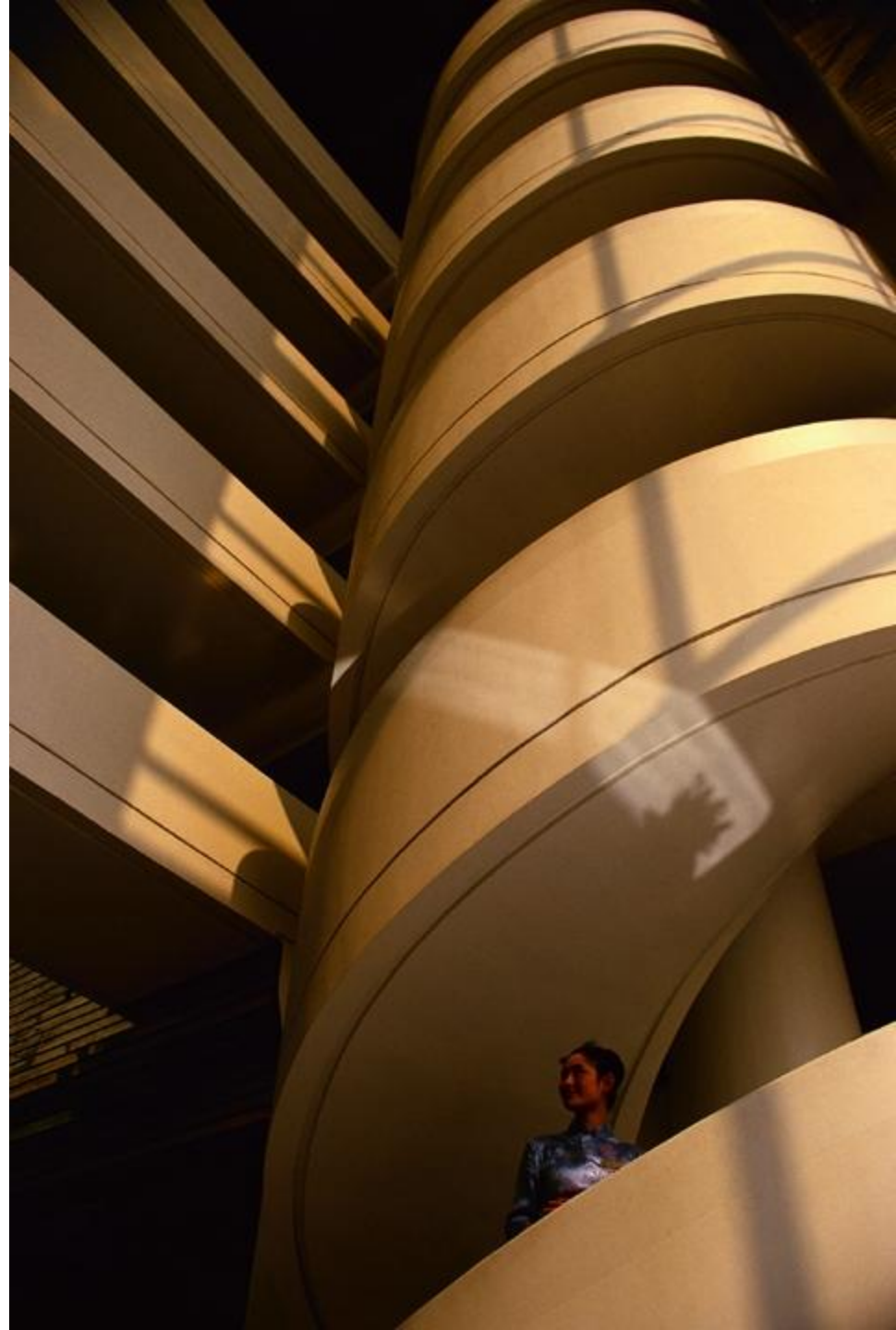
each other?

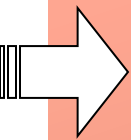
how

leaders

can

help



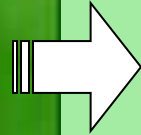


how do **you**

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”



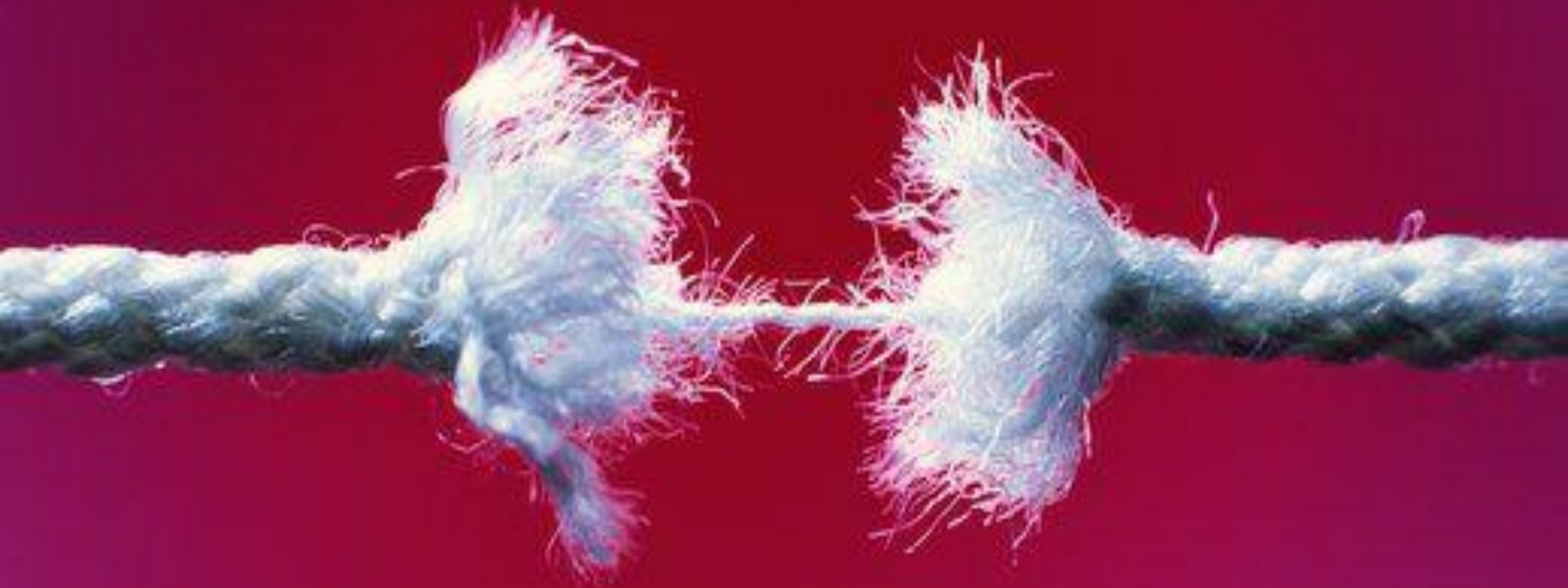
how often
does that happen?





Can these
people work
together?

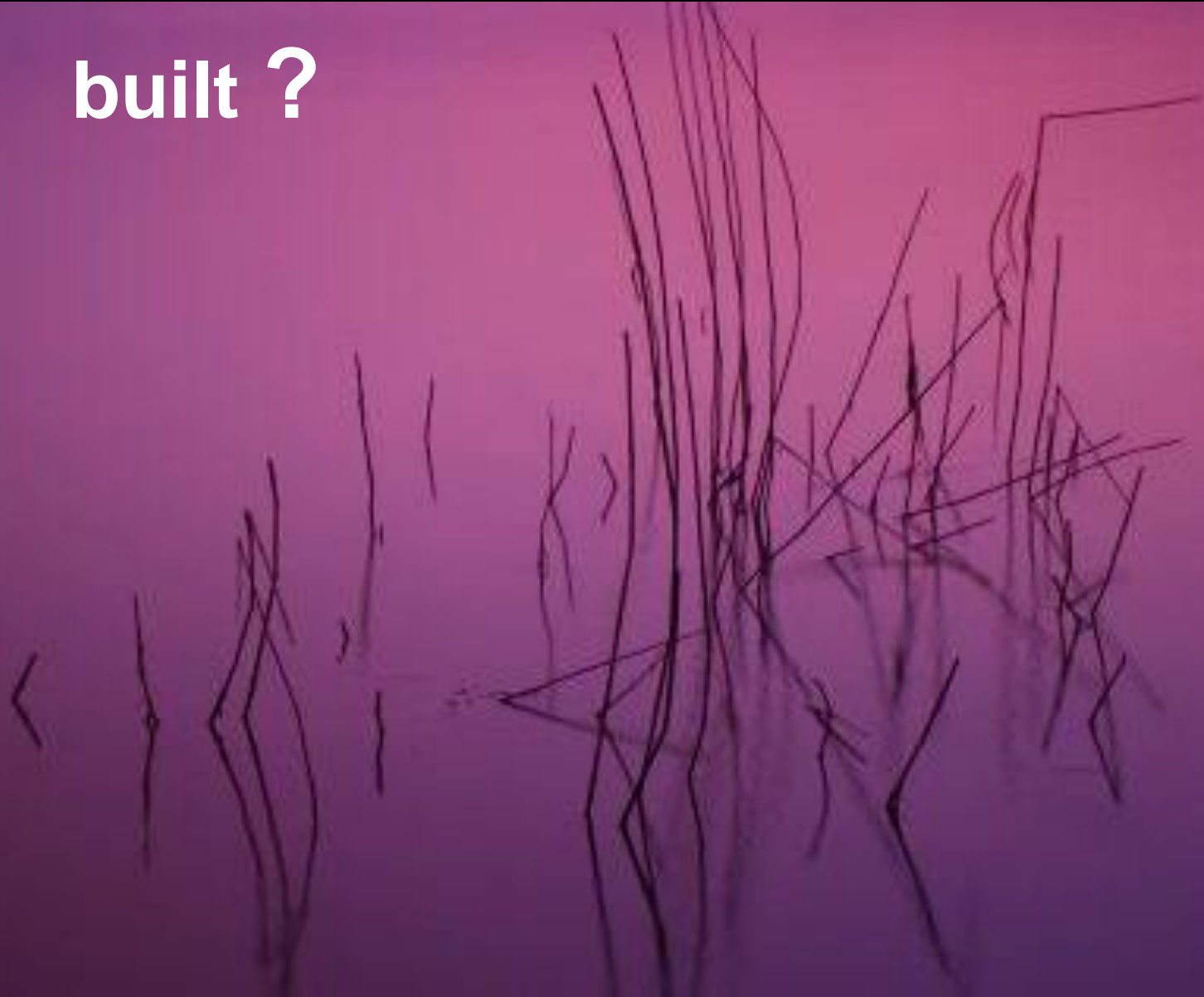
broken Trust?



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 pods against a 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 focus and some blurred.

**remove
debilitating Fear**

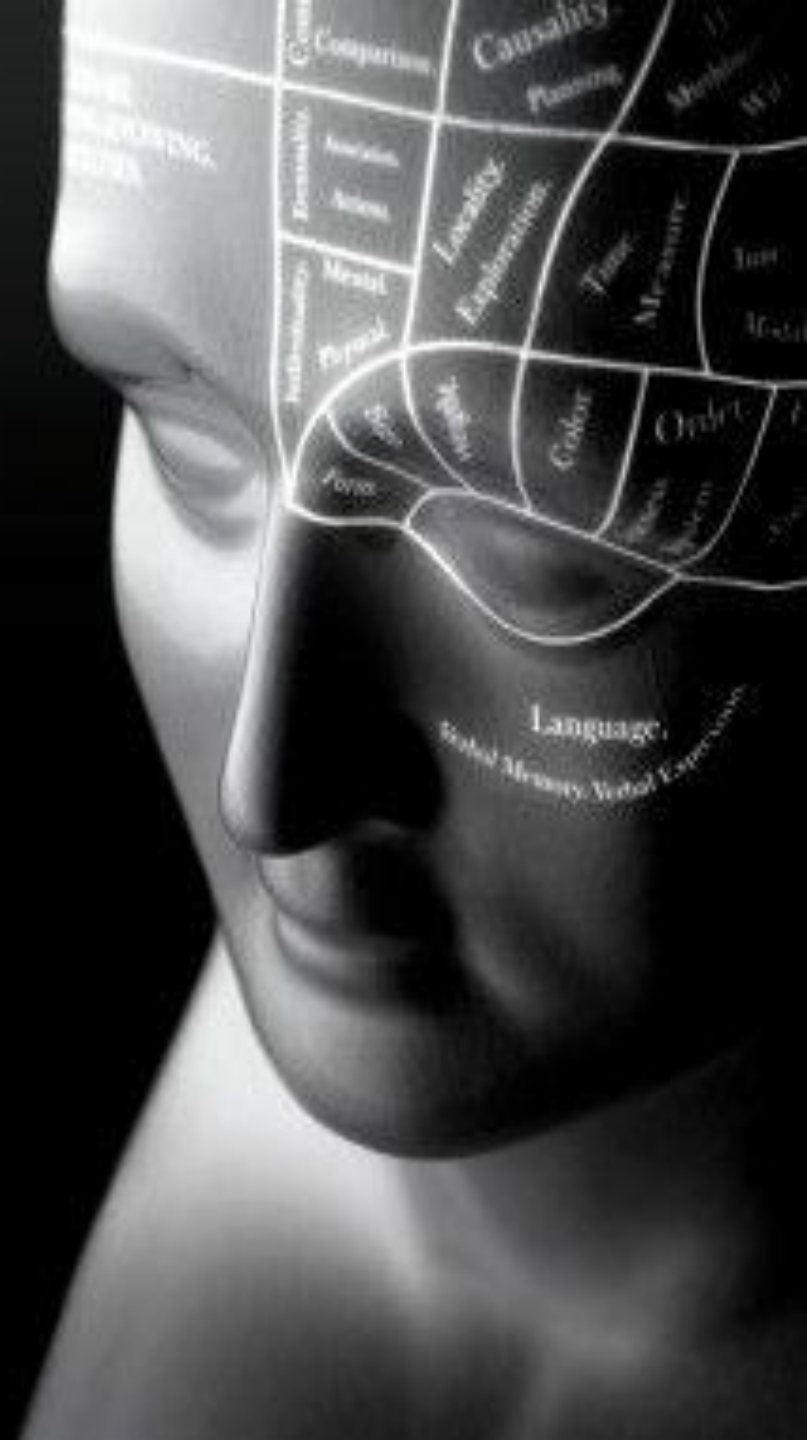
in collaboration, people
fear ...

- 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 ?

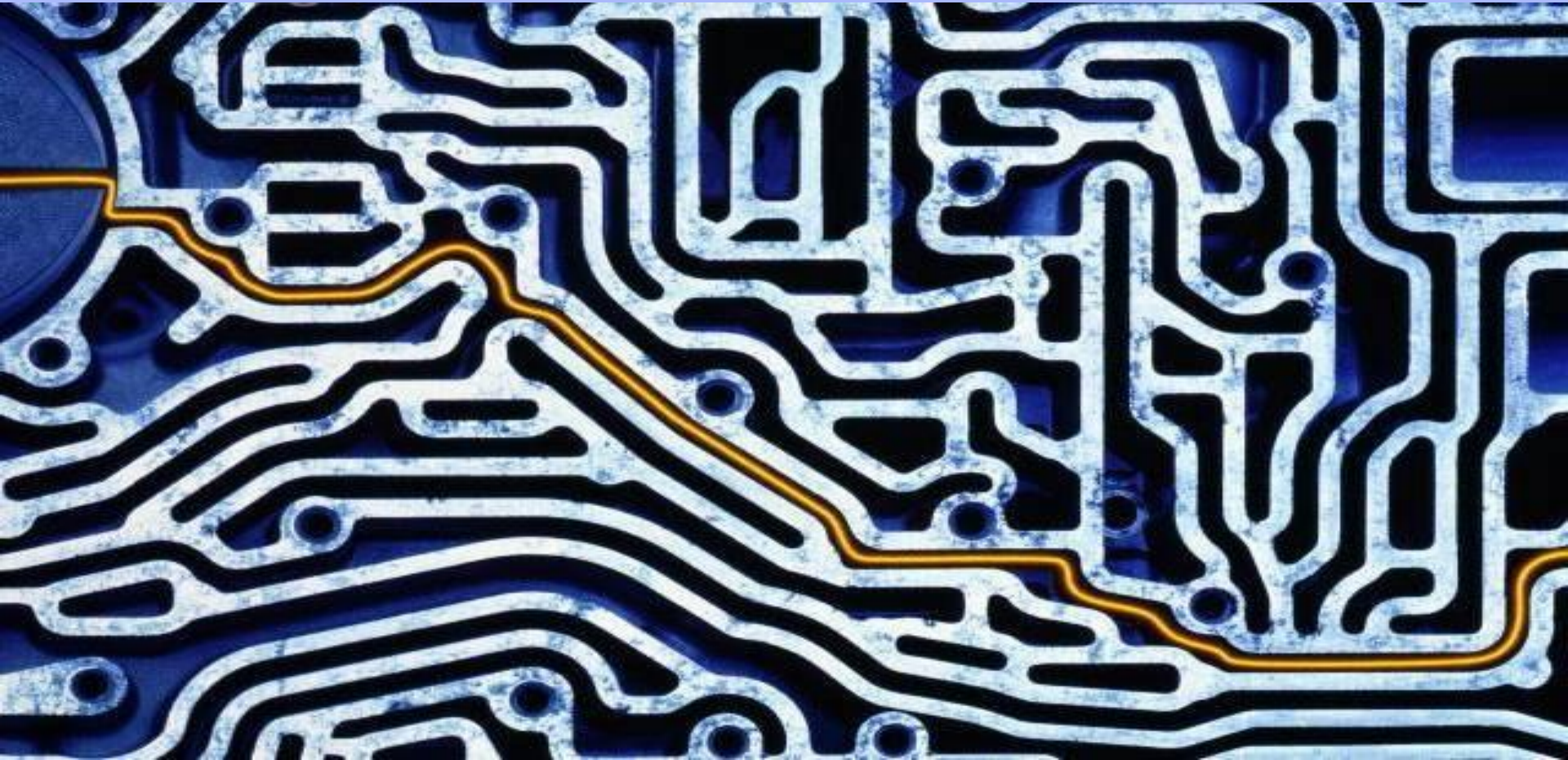
short iterations ...

early **wins**



protect

team Boundaries



leadership role ?



Authentic



purpose over
personal agenda





Trustworthy

stay **Positive**

The background of the image is a dark, almost black, space filled with vibrant, glowing, wavy lines. These lines are primarily in shades of orange, red, and purple, with some yellow and blue highlights. They appear to be moving or vibrating, creating a sense of energy and motion. The lines are layered, with some in the foreground and others receding into the background, giving a three-dimensional effect. The overall aesthetic is futuristic and dynamic.

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

- *Peter Drucker*

continuous

feedback





summary

● **lack** of trust price tags

teams with ●
broken trust

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

Pollyanna PIXTON

accelinnova.com

evolutionarysystems.net

collaborativeleadership.com

+1 . 801 . 209 . 0195

p2@ppixton.com



