

Trust in Teams Seminar Series

Version 1.00

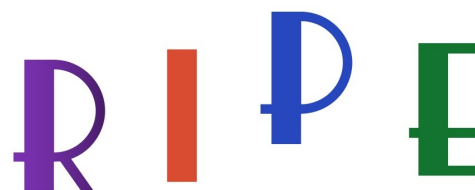
Code: Green 05-07



For leaders who want to build, nourish and repair levels of trust in their team

For organisations that want teams to flow and collaborate with ease

For people who want to build healthy relationships with their peers to create teams they value



Proactively enabling trust

Trust in Teams seminar series

The Trust in Teams seminar series is a suite of opportunities for exploring trust. Trust is a fundamental part of a productive team that supports the wellbeing of its members. These three seminars help you to explore how you can cultivate and manage trust. By selecting or adapting one or more of these seminars, a helpful contribution to your organisational development needs can be developed.

Overview

Teams value trust because people rely on each other. This makes trust necessary for teams to perform. While people are generally willing to trust, past experiences, events beyond the control of the team, or personal differences or vulnerabilities can make trust fragile. So trust needs leadership and a team effort to manage and nourish it.

In a team's life there are many opportunities for trust to flourish or to be damaged. This seminar series provides options for dealing with this. Participants are offered resources and options built on research and experience. It is structured to be practical using our RIPE for trust framework. People can explore how they approach risk (R), what inputs (I) they use to make trust choices, how they select paths (P) for building trust. All of this can be supported by enablers (E) that encourage a trust environment.

RIPE is more than a practical acronym for practical steps. It is a useful metaphor. We don't eat unripe fruit and we don't trust if conditions are not ripe for trust. We don't give up on unripe fruit but create the conditions for it can ripen. Knowing options means people can take steps to make trust possible. This is what the seminars explore.

The principles and practices in this series can be applied within teams, between teams, with stakeholders, and other people or groups that team members deal with.

The three seminars are:

Introduction to Trust in Teams Code: Green 06	A brief review of key trust practices.
Building Trust in Teams Code: Green 05	A detailed exploration of trust practices and issues.
Leading Trust in Teams Code: Green 07	Explores trust and how leaders can promote it.

BASIC DETAILS

LENGTH
VARIES

Depends on seminar selection

GROUP SIZE
5 – 15

Larger sizes are negotiable

OFFERED AS
Internal program for your organisation
OR
Coaching series for an individual or small group

FOR MORE INFORMATION

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Grevillea Consultants

Bringing you over two decades of leadership and leadership development experience

“Our predisposition to trust has been an important survival skill for young children and, indeed, for us as a species. Recent evidence, moreover, shows that trust plays a critical role in the economic and social vitality of nations, further affirming its fundamental value. But what helps humanity survive doesn’t always help the human, and our propensity to trust makes us vulnerable as individuals. To safely reap the full benefits of trust, therefore, we must learn to temper it.”

Roderick M. Kramer

PROGRAM ELEMENTS



- structured conversations
- sector leaders and stakeholders’ panels
- case studies
- adult learning principles
- focus on practical outcomes
- steps and guidelines
- applicable to participant contexts

Seminar overviews

Introduction to Trust in Teams

This seminar is suitable for individuals or teams who will benefit from frameworks and options for promoting trust.

Aim: To introduce key factors for making trust choices.

Goals for participants:

- Gain insight into what is involved in making trust decisions.
- Recognise how trust factors apply to different situations.
- Identify self-management challenges for making reliable trust choices.

Key topics:

- The importance of trust in daily life and how we use it.
- An overview of the dynamics of trust - risk, inputs for choosing trust, and common paths and strategies for building and enabling trust.
- Exploration of standard factors for trust choices.
- Identifying dangers leading to misplaced trust.

Building Trust in Teams

This seminar is suitable for individuals or teams who will benefit from exploring trust more deeply for teams and in complex situations.

Aim: To identify options for building trust in teams and managing difficult trust dynamics.

Goals for participants:

- As per the Introduction to Trust in Teams seminar.
- Develop a deeper insight into how to address trust factors.
- Invest in skills and options for dealing with rebuilding trust and dealing with difficult trust dynamics.
- Choose practices that encourage trust in teams.

Key topics:

- As per the Introduction to Trust in Teams seminar.
- Deeper exploration of decision factors.
- Practices that encourage trust in teams.
- Exploration of the difference between building trust and restoring damaged trust.
- Communication and negotiation options for difficult trust dynamics.

Leading Trust in Teams

This seminar is suitable for leaders who want to guide and develop the growth of trust in the context of organisational dynamics.

Aim: To enhance capabilities for leading teams that can trust.

Goals for participants:

- As per the Building Trust in Teams seminar.
- Adopt leadership practices and tools for enabling trust in teams.
- Recognise opportunities to use systems and corporate codes to facilitate trust.
- Identify factors in leading styles and team culture that inhibit trust.

Key topics:

- As per the Building Trust in Teams seminar.
- Steps leaders can take to build a culture that enables trust.
- Options for using regulation and governance for facilitating trust.
- Recognising common leadership actions that diminish trust.
- Adopting leadership practices that boost trust.

Seminar lengths

Introduction to Trust in Teams	Building Trust in Teams	Leading Trust in Teams
Part day or equivalent	Full day or equivalent	Day and a half or equivalent

Seminar comparisons

Seminar Content	Introduction to Trust in Teams	Building Trust in Teams	Leading Trust in Teams
The importance of trust in daily life	●	●	●
An overview of the dynamics of trust	●	●	●
Standard factors for choosing to trust	●	●	●
Safety and dangerous dynamics	●	●	●
Exploring risk-benefit choices		●	●
Pathway options for trust		●	●
Team behaviours that enable trust		●	●
Repairing trust		●	●
Managing difficult trust dynamics		●	●
Enabling a trust culture as a leader			●
Regulated trust and governance			●
Leadership practices actions that diminish trust			●
Leadership practices to boost trust			●

PROGRAM DELIVERY

The group size for a program is limited.

Programs are delivered at your premises or a suitable workshop venue of your choosing.

Programs are contextualised as needed. The experiential content is designed so learning focuses on current business challenges and priorities.

Regional programs can be provided for groups distributed across rural and remote regions. A condensed program which combines face to face and electronic delivery can be designed to reduce travel costs between local centres.

The program is part of Grevillea Consultants' commitment to provide affordable, experience based leadership development that focuses on people and results.

EXPERIENCE BASED ORGANISATIONAL DEVELOPMENT

Our programs are focused on practical outcomes for leaders, teams and organisations. We combine research, theory and experience to help people take a lead in building effective and positive organisations. The evidence is clear that positive organisations and the well-being of people lead to productivity and results. Our method also includes opportunities for senior leaders and stakeholder representatives to interact with participants so their development connects to the practical requirements of their organisations.



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