

# Building Trust

## Great Leadership Begins with Trust

### Trust can be hard to earn and easy to lose.

Successful and healthy workplaces are built on a foundation of trust. When work relationships are rooted in trust, companies see improved communication, greater innovation, and increased revenue overall.

But when trust is broken, the work environment becomes toxic. People become stressed and work in silos, there's low collaboration, and morale and productivity drop. If employees don't trust their coworkers or leader, they won't perform to their potential. This can result in turnover that could have been avoided.

At Blanchard®, we know it can be challenging to discern and address trust issues within your organization. That's why we created a four-step model that is easy to learn, easy to remember, and easy to use on the job. Our Building Trust program teaches leaders and their team members how to build trust to increase engagement, creativity, and commitment to the organization.

### Outcomes



Improve  
Performance



Drive Creativity  
& Innovation



Retain  
Your Talent



Create  
Collaboration



## Learning Objectives

- Understand the Elements of Trust framework
- Diagnose trust gaps in relationships
- Know how to build and restore trust
- Navigate challenging conversations

### The Elements of Trust



A framework focused on strengthening the behaviors that build trust.

### Proven Formula to Build Trust in Your Organization

Participants of Building Trust will understand the impact of their behaviors on building trust or eroding trust with others. As your organization gains a common language to talk about trust, your people will be more comfortable asking for help, which leads to quicker problem-solving. With Building Trust, an increased sense of partnership is gained, and a positive workplace is restored, so your people and your organization can thrive.

### Flexible Options to Meet Your Needs

**In Person** In-depth Learning • Application • Practice • Action Planning

**Instructor-led Training:** Half-day session

**Virtual** In-depth Learning • Application • Practice • Action Planning

**Virtual Instructor-led Training:** Pework and two 2-hour virtual sessions

**VR Simulation:** Two-module immersive experience that is fully asynchronous and allows learners to practice the skills of recognizing trust and restoring trust in a safe environment

**Online** Awareness • Application • Performance Support

**Overview:** 35-minute self-paced, flexible, modular, on-demand solution with optional Reflect and Share session

**Digital Assets:** Micro-activities on various topics that build skills learners can use during moments of need (videos, interactive exercises, tools)

### Who Should Attend?

- Senior Executives
- Managers
- Team Leaders
- Individual Contributors



#### Connect with us:

Black River Performance Management  
info@blackriverpm.com  
208-450-5957

