Leading With Trust

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Blueroot Leadership Development
Bloomerang Webinar Series

Benefits of High Trust Teams

Team Performance

- 50% more productive
- 76% more engaged

Innovation and Creativity

- 2X as willing to try new things
- 30% increase in innovative solutions

Retention and wellbeing

- 50% lower turnover rates
- 40% less burnout

10 Trust Building Leadership Practices

1. Transparent Communication
2. Consistency and Reliability
3. Empowerment and Autonomy
4. Active Listening
5. Recognition and Appreciation
6. Integrity and Fairness
7. Supportive Leadership
8. Inclusive Decision-Making
9. Accountability
10. Building Personal Relationships

5 Steps to Strengthen Your Focus Area

IDENTIFY ONE FOCUS AREA → INFORM YOUR TEAM → TAKE ACTION

REFLECT ON YOUR PROGRESS (SCHEDULED DAILY OR WEEKLY) → ASK YOUR TEAM FOR FEEDBACK

Common blind spots that undermine trust

1. Unbalanced focus on results
- Makes us prone to overlook needs of the team

2. Our need for certainty
- Makes us prone to undermine team's autonomy

3. Our need to demonstrate value
- Makes us prone to bypass an inclusive approach

"Trust is not built in big, sweeping, moments. It's built in tiny moments, every day … through paying attention, listening, and gestures of genuine care and connection."

Brené Brown, Dare to Lead

"The best way to lead people into the future is to connect with them deeply in the present."

Jim Kouzes and Barry Posner

Get your free resource: How to conduct 1:1s and Staff Meetings that strengthen trust.
www.bluerootleadership.com/trust

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