

Building a Culture of Trust

Aim:

Creating the conditions for high performance through positive workplace relationships

Trust is vital to creating healthy, high-performing workplaces and organisations. In times of high uncertainty people need reassurance that their leaders are reliable and trustworthy. The right culture drives great results, and cultivating trusting relationships is proven to increase collective wellbeing alongside business performance.

How do we build trust when we're working in hybrid ways? As many organisations have shifted to new ways of working, trusting relationships need to be built and maintained in different ways – there is less time spent working alongside one another in the same location, observing words and actions. This changing landscape gives us the opportunity to reflect and consider what behaviours we need to develop to build more trusting relationships in a hybrid working world.

This practical and interactive workshop helps participants unpack what trust is, and how they and others contribute to creating environments where everyone can be at their best, identifying everyday behaviours they need to build a culture of trust.

Outline:

The key areas covered will include:

- Unpacking Trust, defining what it is and why it is so important
- Consider the 5 types of Trust relationships in the workplace, honing in on the line manager relationship
- Understanding the neuroscience of stress, how it impacts our ability to trust and how this affects our own resilience
- Consider and practically apply trust building models, considering the behaviours and interactions that can lead to trust or distrust and identifying practical steps to increase the participants' own trustworthiness

Outcomes

Drawing on research and key models of trust building, delegates will review some of their own workplace relationships. From this, they will be able to identify key behaviours and associated actions they can take when working in a hybrid manner to improve the culture of trust within their workplace, positively impacting their own and wider wellbeing, alongside business performance and results.

Duration:

2 to 3 hours

Delivery Approach:

An on-line workshop using MS Teams. For alternative platform options please contact WME at info@wmemployers.org.uk

Audience:

Managers and Leaders

Delegates:

Up to 15 delegates per session.

Investment required

Virtual delivery

WME Member: £650 + VAT

Non-WME Members: £780 + VAT

For face to face delivery costs please contact info@wmemployer.org.uk

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