



THE TRUST FACTOR

DRAMATICALLY INCREASE YOUR EFFECTIVENESS WITH OTHERS AS YOU LEARN THE PRINCIPLES AND SKILLS OF TRUST AND INTERPERSONAL DIALOGUE.

"We can build our relationships on fear, obligation, or trust. However, only a foundation of trust results in the collaboration and goodwill necessary to achieve our peak performance."

Roger K. Allen, Ph.D., The Center for Organizational Design, Inc.

When trust is absent, relationships are characterized by an adversarial attitude: me vs. your; us vs. them. Rather than goodwill, there are deep and hidden animosities. Respect is lost and our performance is compromised as our energies go into manipulation and protection rather than working together towards a shared vision.

We believe that the most successful organizations of the 21st century will be those that know how to create a climate of trust and goodwill among their employees.

What You Will Gain:

In this program, you will learn how to interact with others in ways that build trust and win-win outcomes. Specifically, you will:

- Learn the core elements of trust.
- Identify how we engage in "collusive," weakening patterns
- Experience a "change of heart" and know how to break out of collusive patterns.
- Com to view others in a way that promotes unity, trust and goodwill.
- Understanding the three phases of interpersonal dialogue and practice the dialogue skills.
- Commit to interacting with others in strengthening rather than weakening ways.
- Develop the ability to confront poor performance and behavior problems.

Structure and Format

The Trust Factor consists of eight modules (two or three hours each) that are scheduled and delivered at least one week apart. The training comes alive as you participate in experiential exercises and role-playing that help you internalize the principles and skills that are taught.

FLEXIBILITY – The workshops are modularized so a delivery schedule can be set to minimize work disruptions and allows topics to be prioritized based on needs.

COMPETANCY BASED – Participants come out of each workshop with skills and competencies that they can immediately use to improve their job performance.

SPACED LEARNING – The workshops are spaced over time to allow the participants to practice and master the material between sessions.

STATE OF THE ART MATERIALS – The participant workbooks are the best on the market today to ensure ease of use, reuse, and maximum impact.

CUSTOMER FOCUSED TRAINING – Tailor the training to meet individual client needs and help make critical implementation decisions for lasting results.

Alidade MER, Inc. is a professional services firm providing high quality content, methods and training materials to public and private organizations

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Module 1: The Trust Imperative

- Appreciate the need for a collaboration in our interdependent society
- Learn the definition and key elements of trust
- Evaluate the consequences of high and low trust within an organization
- Understand the importance of being trustworthy in building trust and rate your trustworthiness
- Receive feedback from others about your personal trustworthiness

Module 2: Collusion

- Understand the dynamic of collusion
- Be able to identify and diagram collusive relationships
- Write a personal story of collusion
- Evaluate the consequences of collusion

Module 3: A Change of Heart

- Learn the four reasons we engage in collusion
- Identify payoffs and prices from our collusions
- Understand the folly of trying to get others to change
- Learn the two ways of being in our relationships with others
- Experience a change of heart towards others
- Learn and practice the skill of creating safe and trusting conditions

Module 4: Face to Face Communication

- Explore the role of communication in interpersonal relationships
- Learn about alternative ways of communicating/influencing others
- Identify your “native tongue” or preferred style of communicating
- Understand the consequences of an absence of dialogue

Module 5: Interpersonal Dialogue: Core Principles

- Understand the definition and meaning of interpersonal dialogue
- Learn a model and the core principles of dialogue
- Understand why mutuality is the “bedrock” of dialogue
- Learn how to create a pool of shared understanding
- Know how to solve problems in a win-win way
- Do a self-assessment of your skills in a interpersonal dialogue
- Receive feedback from others regarding your dialogue skills

Module 6: Interpersonal Dialogue: The Steps

- Learn the steps of dialogue
- Practice the skills of mutuality
- Learn and practice various inquiry skills
- Understand the meaning and guidelines of advocacy
- Know how to identify and share your left-hand column
- Practice using the skills of dialogue
- Identify actions to improve your ability to engage in dialogue

Module 7: Harnessing Harmful Behavior

- Learn to confront behavior that fails to meet your expectations
- Understand the importance of discipline and conformity in building trust
- Develop a set of non-negotiables for those whom you lead
- Practice the skill of harnessing harmful behavior
- Apply the skill to back-home situations

Module 8: Strengthening Our Relationships

- Understand the characteristics and consequences of co-dependency
- Know the difference between responsibility for and responsibility to another
- Learn a credo for your relationships
- Understand what you do that weakens others when you intend to help
- Learn the valuing process as a skill to strengthen others
- Evaluate what you do to strengthen others in your relationships
- Understand how contracting can be used to strengthen your self and others