

## **Building pride, trust and recognition: essentials of senior leadership**

### **Aim**

Delivering performance and getting results – faster and with greater commitment

### **What's it all about?**

Pride and Trust is something that leaders occasionally take for granted – especially when it's present. But its absence means that teams don't deliver what they could and should: the most frequently mentioned trait of any healthy organisation is trust. Because it leads to strong and healthy working relationships and high performing teams. Pride is the outcome and Recognition one of the means of delivery but both are based on Trust. That's why this trio are so important

### **Why iOpener?**

We have run a 5 year research project which has highlighted just how important these three conditions are for all high-performing individuals, teams, and organizations. And we've developed the tools and techniques to support leaders as they grapple with these complex topics.

### **How?**

Leaders need to come prepared to talk about issues that are affecting their working life and to perhaps confront some tough realities. In addition participants will be expected to work on and talk about working practices and relationships which they would like to change and improve.

### **Participants?**

A maximum of 8 participants allows us to have in depth conversations and to explore the elements that individuals find challenging in their own particular situation. Ideally all participants are contacted before the session to maximize time together.

### **Outcomes:**

Participants will:

- Understand the elements and blocks to Pride, Trust and Recognition
- Evaluate their personal Trust processes
- Recognise the differences between high and low Trust/Pride situations
- Think about Pride and Trust affects team dynamics
- Investigate personal preferences
- Build a personal or team action plan

### **Participants cover:**

- Understanding why Pride, Trust and Recognition matters: the personal and the business case
- Analysing the factors that add to and detract from the PTR trio
- Working with thermodynamics, Pride and Trust: fixed, fluid, chaotic and complex teams
- Building a culture based on Pride and Trust: what it involves and how to do it
- Understanding different aspects and motivators in Recognition: how style affects results

### **Target group**

Any senior leader who has gone through a re-sizing exercise and needs to build more cohesive team and organizational relationships.

### **Option**

We can add a mini-360 process to this based on Pride, Trust and Recognition. Or we can ask each leader to complete our assessment tool, the iPPQ to trigger deeper personal understanding.

### **Duration**

1-2 days depending on needs.