Leading at the *Speed of Trust*®

Trust: A tangible and measurable performance multiplier.



Trust is today's currency—and everything a leader says and does affects the level of trust in their team.

When trust is low, people become suspicious, guard communication, speculate, and disengage. As a result, productivity grinds to a crawl, and costs increase. We call these trust taxes.

When trust is high, people become confident, and communication, creativity, and engagement improve. As a result, productivity speeds up, and costs decrease. We call these trust dividends.

Leading at the *Speed of Trust*® helps leaders strengthen their trust signals to convert trust taxes into trust dividends and propel their team further, faster.

Employees who trust their leaders are

61%

more likely to stay.*

Colleagues working in a high-trust group experience

90%

more joy.†

Organizations with the highest levels of trust have revenue growth that is

3.6x

more than organizations with the lowest levels of trust.‡

Challenge	Solution
Remote or hybrid employees don't feel trusted by their leader, so they disengage.	High trust leaders amplify confidence for others as they intentionally model a combination of the 4 Cores of Credibility and the 13 Behaviors® of High Trust, creating a culture of connection and belonging.
There's a lack of communication and collaboration within intact or cross-functional teams.	High-trust leaders are clear about their desires and intentionally "Create Transparency" and "Talk Truthfully" to strengthen relationships, create open dialogue, and increase productivity.
There's a lack of psychological safety within the team.	High-trust leaders have open and fully honest communication leveraging the 4 Cores of Credibility—especially integrity and intent—while skillfully modeling the 13 Behaviors of High Trust.

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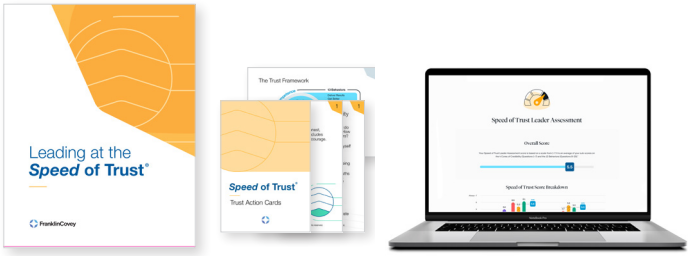
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Session	Participants will be able to:
The Case for Trust	• "See" and measure the impact of trust on speed and cost of work to convert trust taxes into trust dividends. • Understand that credibility and behavior are always connected to be a model of high trust.
Be a High-Trust Leader	• Discover evidence of high- and low- personal trust through the *Speed of Trust* Leader Assessment. • Model personal credibility, demonstrate high-trust behaviors, and avoid counterfeit behaviors to generate trust dividends.
Extend, Restore, and Develop Trust	• Prepare for and structure conversations that extend, restore, and develop trust in relationships.
Be a High-Trust Team (Optional for intact teams.)	• Discover evidence of high- and low-team trust through the *Speed of Trust* Team Assessment. • Model credibility and demonstrate high-trust behaviors as a collective team.

Product Components

- Participant Guide
- *Speed of Trust* Cards
- *Speed of Trust* Leader Assessment



For more information about Leading at the *Speed of Trust 4.0*, please contact PacRim Group at 0 2728 0200 or info@pacrimgroup.com. You can also visit www.pacrimgroup.com.

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