

Core Leadership Program.

Trust & Influence

Practice of Silence

Observing Sensations
in the body.

10
9
8 7 6
4 3 5 1
2

Count backwards from 10 as you walk
around the room.

What do you notice on the inside?
Is it pleasant, unpleasant, or neutral?

Agenda.

- Sharing our C5Q
- Exploring the idea of trust
- Exploring interconnection of trust, integrity and influence with leadership

C5Q

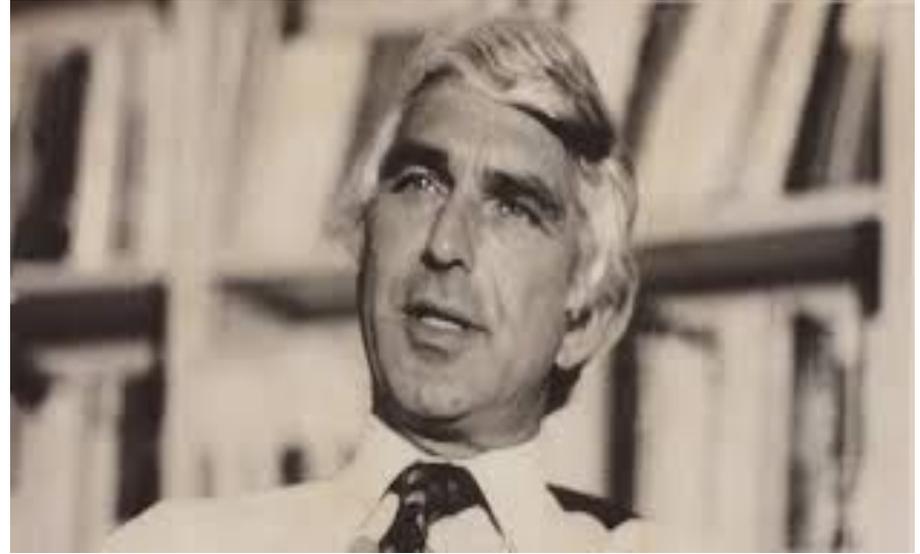
1. What did I do against what I committed?
2. What got created?
3. What did I do that work? What was I **being** that worked?
4. What did I do that did not work? What was I **being** that did not work?
5. What can I do differently?

Part 1

Exploring the idea of trust.

“Leadership without mutual trust is a contradiction in terms.”

- Warren Bennis, Author, Pioneer field of Leadership studies



Blind Walk

5 minutes each person.

(bell)

Sensory Snapshot: "Open your eyes." 5 seconds.
"Close your eyes."

(bell)

Debrief.

(bell)

Synthesis

1. What did you experience?
2. Was it easier to lead or to be led?
3. What resistances did you encounter?
4. What enabled you to successfully complete the activity?



Think of a person you do not trust...

Why do you not trust that person?

Think of a person you trust...

Why do you trust that person?
What makes you trust that person?

“It turns out that trust is in fact earned in the smallest of moments. It is earned not through heroic deeds, or even highly visible actions, but through paying attention, listening, and gestures of genuine care and connection.”

- Brené Brown, *Dare to Lead: Brave Work. Tough Conversations.*



Highest performing Teams in the world

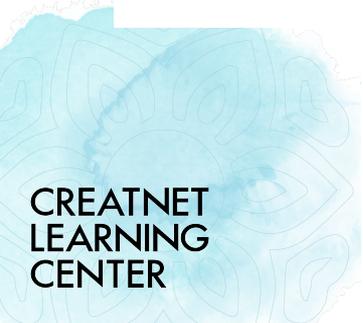
Two is One and One is None

Navy seals

How do you become a
trustworthy person?
What do you need to do/be
for people to trust you?

Trust is...

- Responsibility
- Authenticity - *saying what you think*
- Vulnerability
- Integrity - Making and keeping promises- *doing what you say, Commitment*
- Caring and warmth
- Belief and understanding
- Competence
- Demonstrating Equality



CREATNET
LEARNING
CENTER

Self-Disclosure and
admitting failures is
about being
vulnerable.



Trust involves vulnerability which involves risk.

Dispositional trust is tied to the idea of risk aversion of how much you avoid risks.

HIGH



Protect you from being exploited

Stunt your relationships



RISK AVERSION



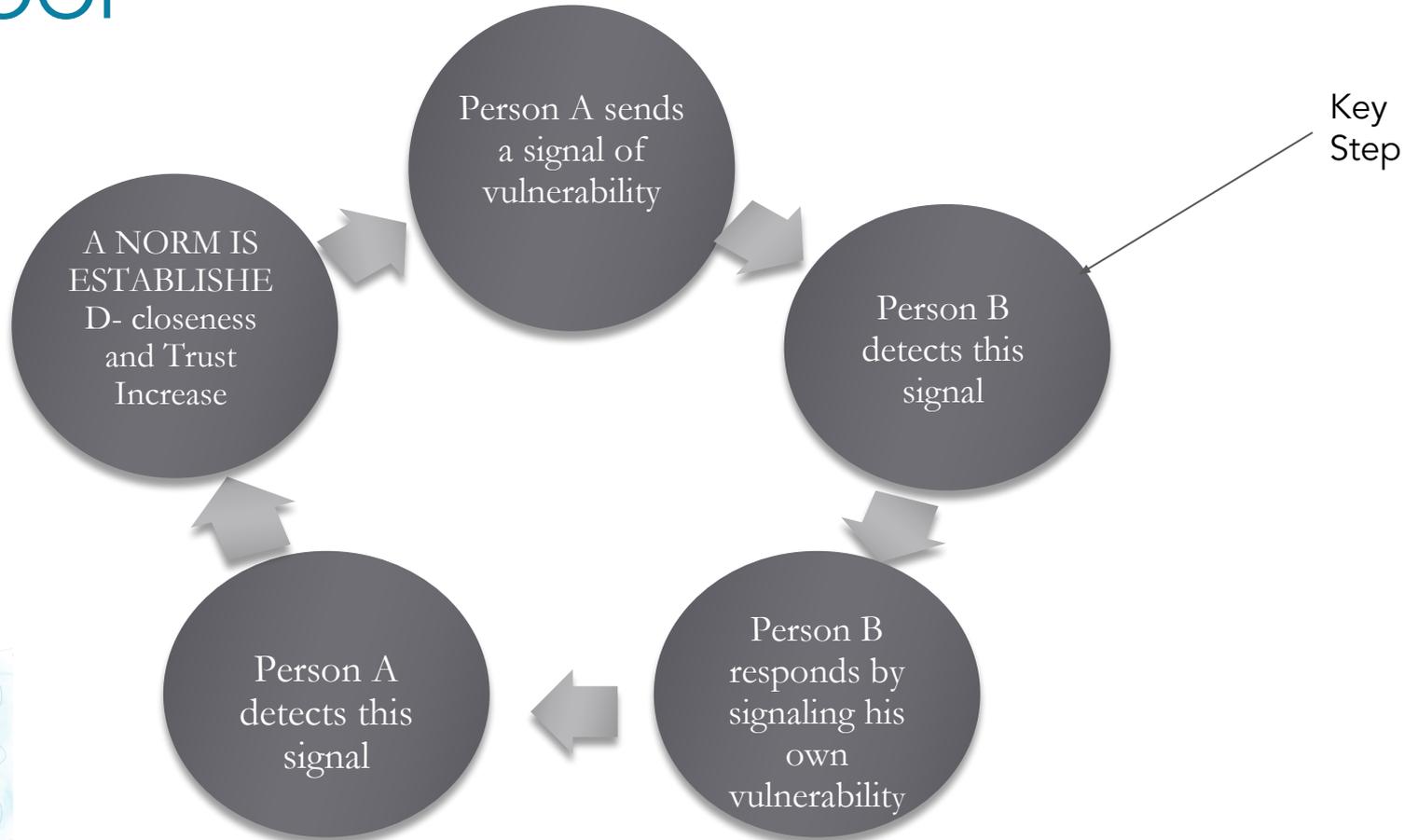
Open up more opportunities

You can easily be taken advantage of



LOW

VULNERABILITY LOOP



Vulnerability Precedes Trust !

Leaping into the unknown , when done alongside others enables a ground of trust on which performance takes shape.

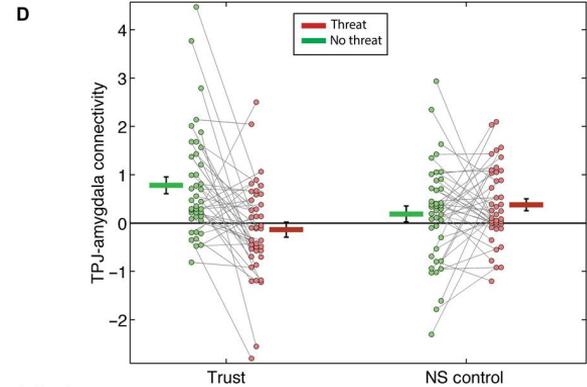
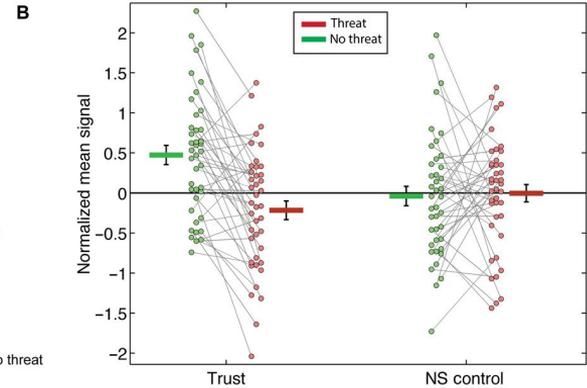
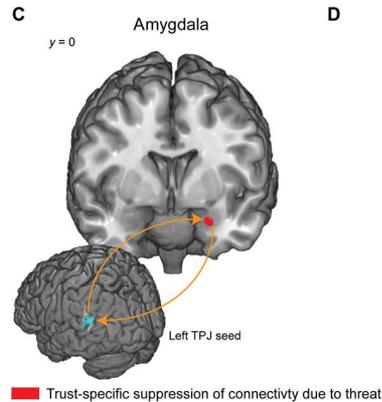
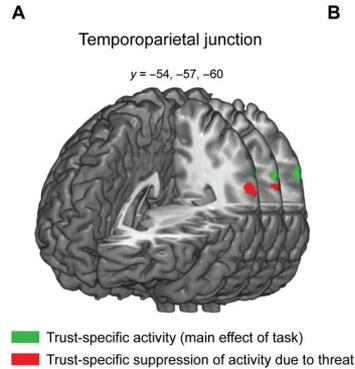
Incidental emotions affect our trust

Happiness and gratitude—emotions with positive valence—increase trust.

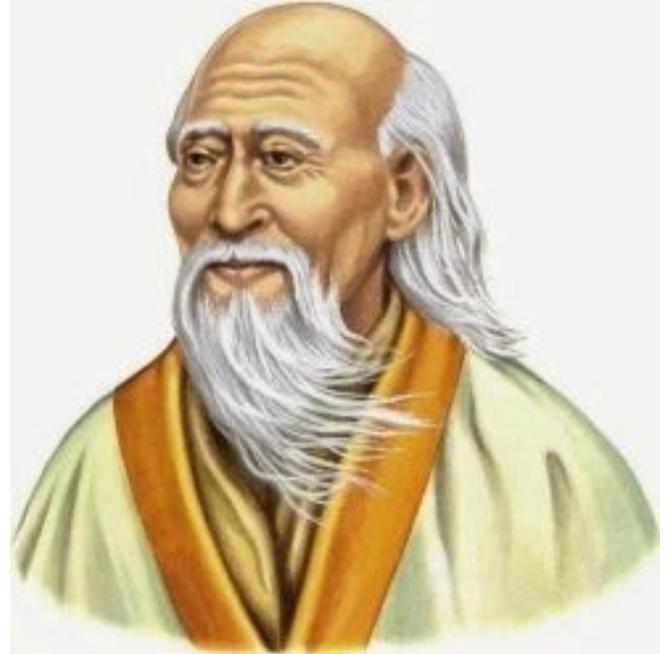
Anger—an emotion with negative valence—decreases trust.

Apologies Repair Trust via Perceived Trustworthiness and Negative Emotions.

But incidental emotions don't have an effect with people you know well.



He who does not trust
enough will not be
trusted. - Lao Tzu



Part 2

Trust, Influence & Leadership.

Practice of Silence

Journaling.

I know I'm in shame when I feel.....

Pick a shame category (body, work, motherhood, parenting, etc.) then write...

I want to be perceived as.....

(3-5 Ideal Identities)

I do NOT want to be perceived as....

(3-5 Unwanted Identities)

01. What does this perception mean to me...
02. Why is it so unwanted?
03. Where did the messages that fuel this identity come from?

If you label me and reduce me to this list of unwanted identities, you will miss the opportunity to know that I'm complex and that I have many strengths, including....

The only way on earth to influence people is to talk about what they want and show them how to get it.

- Dale Carnegie, How to win friends and influence people, 1936



Think of a person who influenced you at some point in life...

Why did they influence you?
What were they being and doing?

People follow because...

- Trust
- Compassion - Caring for others than oneself



- Stability -
peace,
support,
strength
- Hope
- Expansion of
perspectives



Long years ago, we made a tryst with destiny and now the time comes and when we shall redeem our pledge...At the stroke of the midnight hour when the world sleeps, India will awake with life and freedom.

If I need to influence what do I need to
do?

What do need to be?

First Understand then seek to be understood.

Make and keep promises.

Believing in and communicating the worth of the people so clearly so they believe it themselves

Create a future.

“If a leader displays no passion for a cause, why should anyone else care”. Kouzes and Posner, The Leadership Challenge



- Robert Cialdini, Influence, The Psychology of Persuasion

Leadership = Responsibility + Trust + Influence
+ Integrity.

Integrity leads to trust.

Trust leads to influence.

.

Credibility boils down to two simple questions:

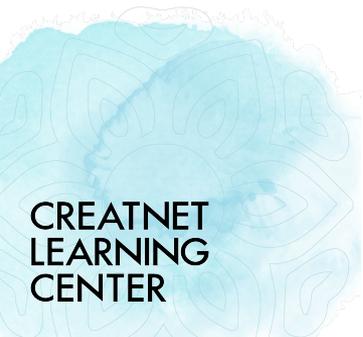
- 1) Do I trust myself? and
- 2) Am I someone others can trust?

By establishing credibility we begin to establish trust, which is an essential step in gaining influence with others.



- Stephen Covey

Feedback.



CREATNET
LEARNING
CENTER

Post Session - Work

- **Project: Achieve as a Team !**
 - what is the collective goal of the group?
 - What can I do to support my team mate/s?
 - How can I influence the shift ?
 - What is the support I need from them?

Practice of Silence

The 3 good things.



Thank You Leaders.