

TRUST RULES: THE HIGH-TRUST, HIGH-PERFORMANCE MANAGER

How to create a high-performance workplace where people love to work



Building on the International best-seller “*Trust Rules: How the World’s Best Managers Create Great Places to Work*”, this entertaining, fast-paced and thought-provoking workshop helps managers at every level harness the power of trust and lead their teams to extraordinary business results.

WHY IT WORKS

Decades of research by Great Place to Work® have demonstrated that “**Trust**” is the foundation on which high-performing team cultures are built – most importantly, the levels of trust between individual employees and their managers. Using GPTW data from over two million employees in eighty countries, Culture expert, Bob Lee recently identified the 16 manager behaviours and attitudes that have the greatest impact on employee trust, workplace experience and performance. Workshop participants will explore the 16 “**Trust Rules**” and come away with a wealth of powerful and practical insights for applying them consistently and for greatest impact.

IDEAL FOR ...

Managers, Supervisors, Team Leaders, Executives who need to: Improve engagement and motivation; communicate more effectively; lead their teams to stronger performance and results; and, support the organization’s wider efforts to build a Great Place to Work for All.

LEARN HOW TO ...

- Drive **success** for your team and the organization by doing what you already do, but better
- Build and sustain solid trust-based **relationships** with each of your team members, based on mutual respect and understanding
- Develop a great workplace **culture** that is unique to your team and allows everyone to perform to the best of their abilities
- Play to your strengths and manage weaknesses by understanding and applying the 16 Trust Rules
- Gain enthusiastic buy-in from your team as you shape the team culture to **everyone’s** benefit
- Be the **best manager** that you can be – while continuing to “be 100% yourself”
- Create a **Great Place to Work** for your team and for you – without necessarily spending a cent!

LEARNING OBJECTIVES

- Discover and develop a deeper **understanding** of the 16 common-sense rules
- Explore why your personality is a feature, not an excuse – and, be inspired to develop a unique management style that supports high team performance while still being “**your authentic self**”
- Learn the surprising reasons why teams rarely rate their managers as highly as managers rate themselves on the Trust Rules – and prepare for many “I do that too” moments!
- Build a personal **action plan** for moving to a higher level of trust-based management

WHY PARTICIPATE IN THIS WORKSHOP?

Because **managers matter**! A manager makes the difference between whether an employee loves or hates his or her job. A bad manager can single-handedly ruin the workplace experience – regardless of how much investment senior leaders make in building a great workplace culture. A good manager puts a team on the way to an enjoyable workplace experience and decent performance. But a **great** manager does even more.

A great manager will energize and build a remarkable team environment and ensure the team is strong, loyal, and committed. Employees typically don’t leave an organization, they leave their manager; and, when they stay, more often than not, it’s because of their manager. What single attribute most shapes the quality of the manager/employee relationship? Simply put, the level of trust between them.

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WORKSHOP LEADER – BOB LEE

Bob Lee is an internationally recognized conference speaker and media commentator and a senior leader for Great Place to Work®, the global authority on high-trust, high-performance workplace cultures. Bob has represented Great Place to Work® at conferences and events around the world, sharing his unique and compelling insights on how and why the world's best employers build and use great workplace cultures to drive competitive advantage.

A founding director of Great Place to Work® UK and Ireland, Bob has held senior leadership positions with the Institute, including four years as chair of its Global Advisory Board. He continues to support multi-national clients in his role as lead consultant with Great Place to Work® USA. Bob holds an MBA from University College Dublin.