# Trust in Leadership

*Distrust hides in the balance sheet.*
*Your team feels it long before you do.*

People who trust each other close a deal with a handshake. Without trust, they need a couple of hundred pages of contract. Inside a company, distrust shows when leadership has run out of goodwill with its management team, and some of them have internally said goodbye. In Thomas's words, distrust does not equal investment; it equals waste. This short workshop, built on his book Create Trust in Your Leadership, treats trust as something you can estimate and build.

**FORMAT**
**Dialogical Exploration**

**AUDIENCE**
**Managers & Leaders**

**FOCUS**
**Top Management Teams**

## Grounding Trust to Remove Friction

A short four-hour online workshop on trust as a leadership tool: recognising trust opportunities, how trust works with different stakeholders, and practical methods to turn it into business benefit and quality of life.

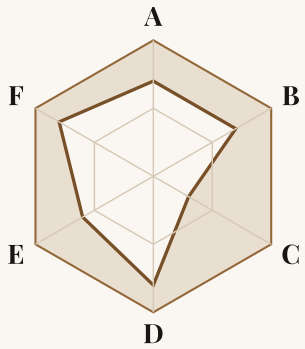
## Trust or Hope?

Trust is the expectation of a favourable outcome; hope is more like a wish. Bertrand Russell's turkey trusted the farmer who fed it every morning, until Christmas. Thomas looks for trust that holds when tested: granted by informed people who have a choice, and who cooperate rather than submit.

## What Your Crew Sees

Your trustworthiness lives in other people's heads: your owners', your market's, your crew's, and your own. The workshop uses Thomas's TrustEstimator™ to make it visible. A management team scores trust in its leadership component by component, and the gap between how you see yourself and how your crew sees you shows where resistance builds. The bigger the gap, the more costly resistance and wasteful complexity you meet with that group.

## The TrustEstimator™




- **A** Functional competence
- **B** Future orientation
- **C** Authenticity
- **D** Reliability
- **E** Benevolence
- **F** Active responsibility

The book's example: 7, 7, 3, 8, 6 and 8. The shaded gap to 10 marks resistance and wasted time; 11, too much of a component, lowers trust again.

MODEL © THOMAS BOTHE

## Next Step

Interested in Trust in Leadership for yourself and your management team? Get in touch to discuss the workshop and whether it fits your needs.

**DIRECT ENQUIRY**
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# Feature Profile

Six scales describe how Trust in Leadership is set up: why, how and with what results. Each runs between two poles, numbered 5 to 2 towards each pole, with a single 1 at the centre; there is no zero. Filled cells show where the workshop sits; each group carries its own colour.

## Why

### Aim

Whether the workshop sets out to build a skill or to inspire. The band leans towards inspiration, with some reach into skill.




### Area of usefulness

Where what you take away is meant to be used. The band leans towards professional life, with some reach into private life.




## How

### Where we go into detail

Whose part the workshop looks at closely. The band stays with your own responsibility.




### Method

How the workshop works with you: mentoring alongside you, or training. The band leans towards mentoring, with some reach into training.




## Results

### Learning

Depth of understanding or breadth of knowledge. The band leans towards depth of understanding, with some reach into breadth of knowledge.




### Confidence

The kind of confidence the workshop aims for. The band leans towards presence, with some reach into presumption.

