

How to Build Trusting Relationships

fluency



What this is about

When it comes to building great companies and high-performing teams, no quality or characteristic is more important than vulnerability-based trust. Simply put, if team members trust one another on a fundamental, emotional level, they are far more likely to share knowledge, communicate openly, engage in positive conflict, commit to direction, and keep each other accountable in the pursuit of results. This is a practical 2-part workshop that is transformational for teams and leaders.

Where we journey

Module 1: Building Trusting Relationships – Foundational

- Why trust is so foundational to individual and team relationships.
- How psychological safety builds trust and how we nurture it.
- What is vulnerability-based trust and why it's so important.
- Trust builders / trust derailers.
- Trust building exercises and models and tools leaders can use right away.

Module 2: Building Trust Through Healthy Conflict - Accelerator

- Healthy conflict vs negative conflict.
- Getting to the best idea.
- Exploring how we engage in conflict as a team.
- Establishing a Conflict Manifesto as a team.

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What we learn together

By the end of this workshop learners will be able to:

- Gain understanding into why trust is so foundational to how a team operates.
- Identify the difference between psychological safety and trust.
- Know how to build vulnerability-based trust within a team and how to maintain it through healthy conflict.
- Articulate effective feedback questions that will elicit information and create trust, connection and learning.

Who is this for?

This workshop is ideal for teams and organizations who are looking to strengthen the bonds of trust.

How we learn

- Delivered in-person or online.
- Duration: Each module is 2 hours.
- Facilitated by experienced leaders and trainers who are International Coaching Federation (ICF) certified coaches.
- Interactive and participative. We use real-play, not role-play, and lean into inquiry, discussion, demonstration, and practice to integrate and embed the learning.

What's next

Take action. To learn more or book this workshop, reach out to us at hello@fluencyleadership.com.