



Day 2 - Trust

LRE Week at Star Island 2015

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Themes of the week

- **The world is changing**, church is changing
- Collaborative, effective **teams are a key** to thriving in this new era
- **Religious education is a growth strategy** to jumpstart a new era of creative teamwork in congregations, and beyond



Five Values of Great Teams!

Achievement

Accountability

Commitment

Engagement

Trust



Trust  **Vulnerability**



What does trust feel like?



VS





Pat Infante

Theme Talk on Trust and Collaborative Leadership






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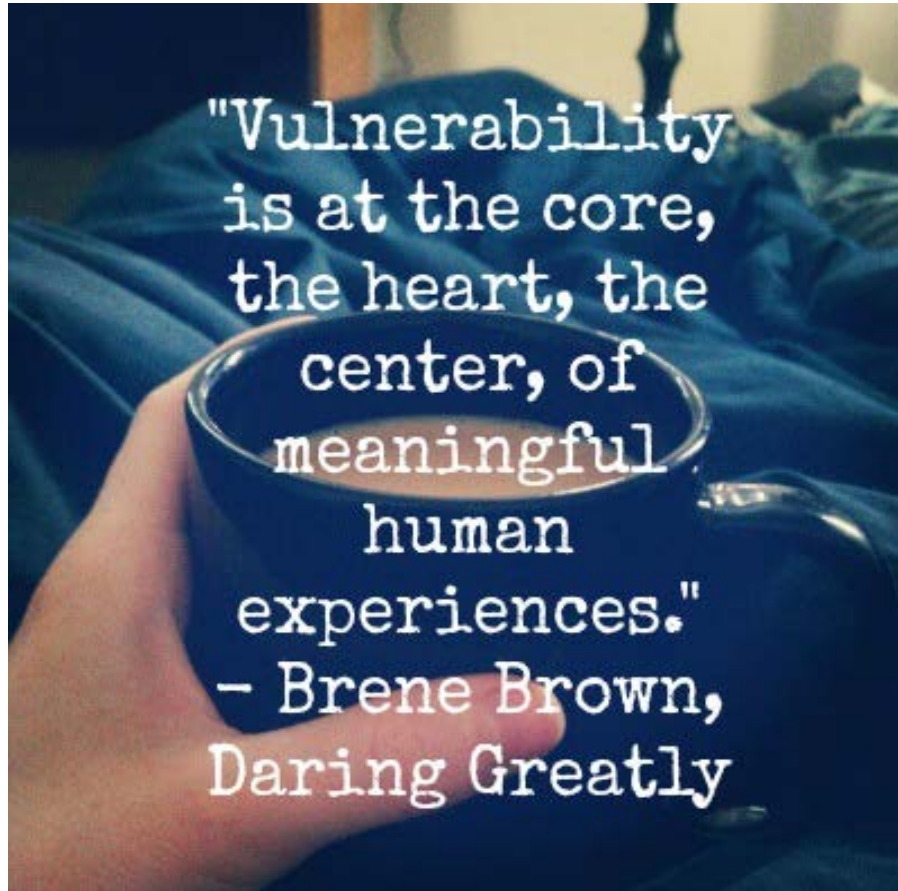


Trust according to Lencioni

- Trust is **rare**.
- Trust means **different things** to different people.
- Trust in an organization is **just plain hard**.



Trust is all about
vulnerability





v.



KEY POINTS - BUILDING TRUST

- ▶ Trust is the foundation of teamwork.
- ▶ On a team, trust is all about vulnerability, which is difficult for most people.
- ▶ Building trust takes time, but the process can be greatly accelerated.
- ▶ Like a good marriage, trust on a team is never complex; it must be maintained over time.



*Vulnerability is our most
accurate measurement of
courage.*

Brene Brown

Challenges to Building Trust

- Baggage
- Lack of safety.
- Power imbalance.
- Time and attention.
- Role overlap.



Ways to Build Trust

- Learn one another's story.
- Use a testing tool like MBTI®
- Healthy communication practices.
- Focus on shared goals and common vision.
- See the work through a systems lens.



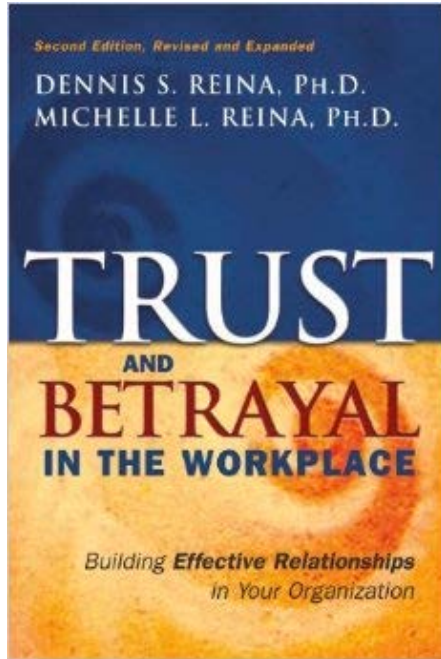


Kintsukuroi





Tool for the Day

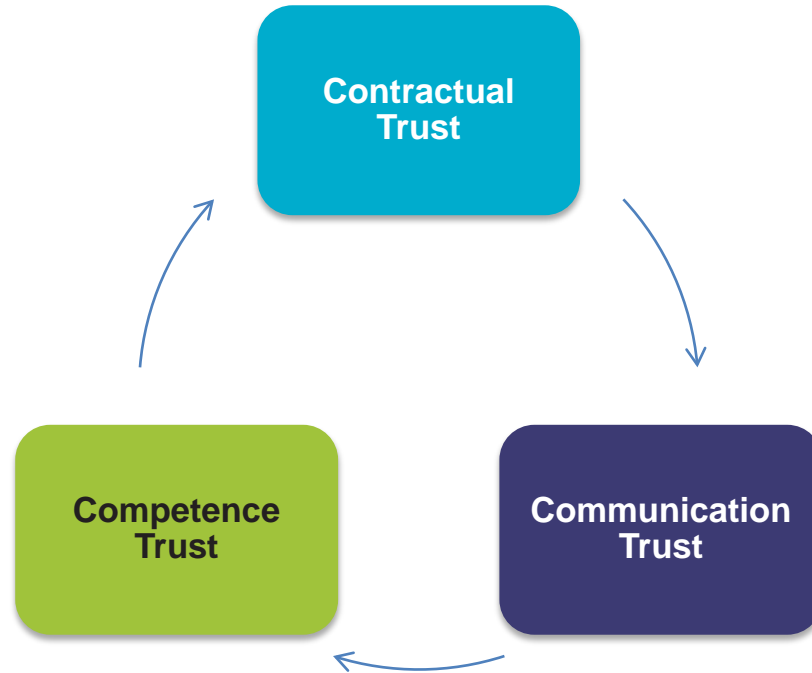


Trust and Betrayal in the Workplace

By Dennis and Michelle Reina



Three types of trust





Reina Trust Quiz

1. Do we keep agreements or renegotiate if we cannot?
2. Do we have clear and explicit expectations regarding measurable results and objectives?
3. Do we act with mutually serving intentions without hidden agendas?
4. Do we share job-related information that is pertinent to getting the job done?
5. Do we speak our minds and tell the truth, even when others disagree?



Reina Trust Quiz

6. Do we openly admit and take responsibility for the mistakes we have made?
7. Do we gossip or participate in unfair criticism about other people?
8. Do we have confidence in our abilities to keep up with the changing demands of our jobs?
9. Do we acknowledge the skills and abilities of others?
10. Do we help each other learn new skills?