

OrgHealthTM
BUILDING A CULTURE OF TRUST

Glass of
LearningTM
STRATEGIC LEARNING SOLUTIONS

According to the Edelman “Trust Barometer”
(a survey of 33,000 people in 28 countries)
one in three people don’t trust their employer.

64%

**Executives
Trust Their
Organizations**

51%

**Managers
Trust Their
Organizations**

48%

**Other Staff
Trust Their
Organizations**

Organizational Health is a **multi-session program** that prepares organizations to **develop a culture of trust**, function effectively, and readily adapt to change.

This will **ensure** improved performance within the **team** and drive the **organization forward**. The healthier an organization, the more the organization is able, to **tap into the intelligence of individuals**.

OrgHealth focuses on moving from

Dysfunctional Team

to a

Cohesive Team

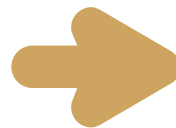


Dysfunctional team behavior results in an environment that fosters poor performance, employee disengagement, high absenteeism, and low morale.



Functional team behavior result in an environment that develops trust, creates an engaging workplace, aligns decision making and promotes team results.

Building on the work of Patrick Lencioni
and **The Five Behaviors of a
Dysfunctional Team,**
the objective is to
create team cohesiveness
by developing these
five behaviors.



1. Trust



Trust is the foundation of success in any relationship and its required to create a cohesive team.

The absence of trust is visible when there is a lack of open debate and discussion amongst the team during meetings or interactions. Typically displayed as a discomfort to speak freely or be vulnerable with the team.

A photograph of a man and a woman in a heated argument. The man on the left is wearing a dark grey t-shirt and has a frustrated expression, pointing his right index finger towards the woman. The woman on the right is wearing a dark grey sweater and has a determined, slightly angry expression, pointing her left index finger back at the man. The background is a plain, light-colored wall. The entire image is framed by a purple border with rounded corners.

2. Conflict

Without trust, it is challenging for a team to have difficult conversations. This results in preserved artificial agreement, which stifles productivity and healthy conflict.

3. Commitment



When there is a lack of buy-in, this prevents team members from making decisions that they will stick to.

If team members are unwilling to share their opinions, they are unlikely to commit to a decision.

4. Accountability

A close-up photograph of a hand holding a silver pen, writing on a checklist on a grid-lined notebook. The checklist has several items with checkboxes, some of which are marked with blue ink. The background is slightly blurred, showing more of the notebook and the hand.

When teams are wanting to avoid interpersonal discomfort, this prevents the team members from holding one another accountable for their behaviors and performance.

Having the leader as the only source of accountability is inefficient. Team accountability is the key to success.

A photograph of two people, a woman on the left and a man on the right, standing in front of a whiteboard. The woman is holding a laptop and a green marker, looking at the whiteboard. The man is looking at the whiteboard. The whiteboard has several diagrams and notes. One diagram is titled 'Homepage' and shows a layout with 'H1', 'H2', 'Email', and 'Download' buttons. Another diagram is titled 'H1-Headline' and shows a layout with 'H1-Headline', 'H2', and 'H3' sections. There are also some notes and a list of numbers on the whiteboard.

5. Results

Teams that don't support each other, are typically unclear on their goals, tend to work in a blame culture, or focus only on themselves. Status and ego can get in the way of success.

Focusing on results only happens when team members support each other, have healthy debate, and hold each other accountable for what they need to do.

The Five Behaviors Demonstrate



TRUST

- teamwork
- connection
- communicate
- support

CONFLICT

- debate
- discuss
- uncover
- engage

COMMITMENT

- buy-in
- clarity
- understand
- constructive

ACCOUNTABILITY

- reminders
- standards
- confront
- scoreboard

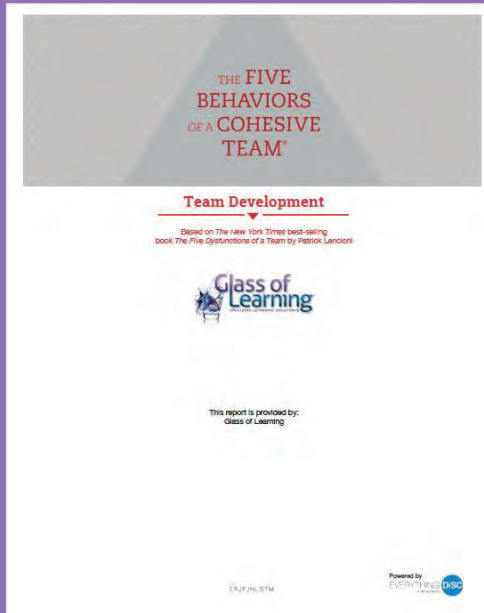
RESULTS

- goals
- priorities
- team 1
- focused

Working as a team creates
passion for the business.

PASSION LED US HERE

Five Behaviors Assessment with DiSC



Designed for intact teams, this assessment will evaluate what this team feels about:

Trust, Conflict, Commitment, Accountability and Results regarding this team.

This provides **meaningful information** that enables the team to hold up the mirror and see the **perceptions** the team is working within. Individual **DiSC Styles** will be identified, and the impact styles have on the team will be examined.

Learn the Science of Forming New Habits



Learning transfer activities assist the participants to practice and apply their learning as they implement new habits.

Want to learn more?

Here are a few suggestions:

➔ **Click here**
to read about the
4C's of building trust.

➔ **Read here**
for 8 conversations to
have with your team.



➔ glassoflearning.com

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