

Trifecta of Trust™

In times of heightened stress and uncertainty, the ability of people to trust their leaders is more critical than ever. However, understanding how to earn or establish that trust remains a perplexity for many in leadership roles.

The Trifecta of Trust leverages Zenger Folkman's extensive research to reveal the **three leadership dimensions** that form the absolute foundation of trust.

By utilising personalised data, participants learn to raise the level of trust they establish with others and create a concrete plan for sustainable leadership growth.

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PROGRAMME OVERVIEW

This programme is designed to explore the **essential dynamics of trust** within the workplace and its impact on leadership success.

Participants will deep-dive into the Trifecta of Trust:

- **Building Positive Relationships**
- **Exercising Expertise and Good Judgment, and**
- **Demonstrating Consistency.**

Through a blend of **data studies and group activities**, leaders will discover how trust acts as a predictor of effectiveness and a powerful enhancer of all other leadership competencies.

The session concludes with participants using a **Strength Builder Development Guide** to generate ideas and finalise a **personalised development plan**.

PROGRAMME HIGHLIGHTS



The "Salt Effect": Understand why trust is considered the "**salt**" of leadership — a single factor that enhances the "taste" and effectiveness of every other competency.



Neuroeconomic Insights: Review studies by Paul Zak showing that **high-trust organisations report 40% less burnout, 106% more energy, and 70% more alignment** with company purpose.



The Trust-Speed Correlation: Research involving over 84,000 leaders demonstrates that as trust levels rise, **a leader's speed and efficiency** increase significantly.



Discretionary Effort: Discover how trusted leaders secure **3.5x more discretionary effort** from their team members.

BY THE END OF THIS PROGRAMME, PARTICIPANTS WILL BE ABLE TO

- **Understand Trust Outcomes:** Explore how trust makes life **predictable**, creates a sense of community, and facilitates seamless collaboration.
- **Identify Trust Diminishers:** Recognise behaviours that undermine trust, such as being uncooperative, resistant to feedback, or **saying one thing while doing another**.
- **Master the Three Pillars:** Develop the specific behaviours required to **stay in touch with others' concerns (Relationships), apply deep experience (Expertise), and honour commitments (Consistency)**.
- **Apply Strength Builders:** Use the "Science of Strength Builders" to move personal trust scores from average to outstanding.
- **Action Planning:** Finalise a documented roadmap with specific new behaviours and a date for evaluating progress.



**"LEADERSHIP IS AN ACHIEVEMENT
OF TRUST." — PETER DRUCKER.**

THIS PROGRAMME IS ESSENTIAL FOR:

- **Top and Senior Managers** who must align their teams with organisational strategy and purpose.
- **Middle Managers and Supervisors** seeking to reduce team burnout and increase willingness to give extra effort.
- **Individual Contributors** looking to increase their professional influence and reliability within their teams.

DELIVERABLES

- Trifecta of Trust Self-Assessment Report
- Strength Builder Development Guide
- Trifecta of Trust Development Plan

CONTACT US TO ENQUIRE MORE!



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