

Building a Foundation of Trust in the Workplace

SWHRMA Chapter—February 19, 2009

Introduction

Today's work environment can seem overwhelming. Doing more with less, working longer hours, pushing deadlines back, and trying to balance work and family life are the norm for most workers. In high collaboration teams, trust comes first because collaboration occurs when a team is committed to sharing information and resources to achieve team goals.

Learning Objectives

This workshop is structured to provide the opportunity for growth and development in the area of developing effective approaches to developing stronger trust with your own team and build a collaborative environment related to workplace tasks. The content and exercises are designed to provide participants with the knowledge, methods and tools to understand the following:

- What is trust?
- In what ways can your team have higher trust and collaboration?
- How does collaboration fit with trust?

Workshop Design

Using a combination of content delivery and experiential designs, this workshop will provide participants the opportunity for discussion and activities to reinforce effective stress management and memory improvement concepts. The basic structure of this workshop includes:

- Exercises to provide hands-on experience
- Feedback and discussion of real-life workplace issues
- The opportunity to practice the techniques being taught

We will begin with a short presentation of the concepts and move quickly into appropriate activities and group discussions. You will be given the opportunity to work with a diverse group and gain a variety of perspectives.

Facilitator- Nancy Arduengo, Ph.D. for JVS

Nancy is an organization development professional specializing in team building and executive coaching. She has a decade of experience as an internal and external consultant in the areas of human resources, training and development and organization change management. Nancy has led successful consulting projects with Fortune 100 corporations as well as non-profit organizations in strategic planning, executive coaching, cultural diversity and teams.

Nancy holds a Bachelor's degree in Business Administration/Human Resources Management, a Master of Science Degree in Organization Development and both a Masters and a Ph.D. in Human Development. Additionally, Nancy has obtained certifications in a host of assessment instruments including Zenger-Miller Leadership Skills, Certified Facilitator; EQi™ (BarOn Emotional Quotient Inventory); MBTI® (Myers-Briggs Personality Type Indicator); FIRO-B® and "Take Charge of Your Career".