



Food for Thought | In the News

Being a leader requires more than managing results. It involves creating a trusting and respectful environment, one that people want to be a part of. Major Andrew Morgan is the Principal at The Salvation Army College for Officer Training. He identified respect as a value that resonates with his leadership style. Morgan explains that respect is offered and received based on the experience of trust. In his ministry responsibilities, Morgan encourages those training to become Salvation Army Officers to be trusting and trustworthy.

It is not easy to create a culture of trust and it needs to become a higher priority. Morgan is a member of the Territorial Complexities Working Group. The group is calling for a shift in organizational culture that encourages greater accountability and professional collegiality in order to build up and strengthen a culture of trust. By doing this, it will facilitate a more honest exchange of ideas and assessments of people and performance. When we engender trust we encourage greater levels of respect.

Are you building respect in your relationships?

Respect is not a hat you take off at the end of the work day. Respect is valuable in every relationship and should be evident in all areas of our lives. "Take a quick inventory of the people in your life you respect.... They are honorable, dependable, trustworthy people".

Building respect through trust

Creating a trusting environment is beneficial in many ways to both employee and employer. When people feel safe and happy in their job they are more likely to work hard and contribute to the goals of the team.

The "be attitudes" of building trust in the workplace

Building trust requires work, it is not gained overnight. To establish a culture of trust and respect we must work hard at it every day.

7 ways leaders undermine trust and destroy their company culture without even realizing it

While there are many tools to help build trust in the workplace it is also important to recognize behaviours that can get in the way.

Build your trust with deliberate behaviors

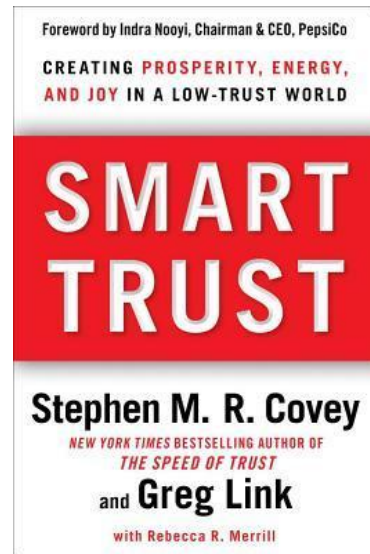
Stephen Covey discusses what behaviours will help create a culture of trust. After all, "trust is not something that just 'happens.'"

From our shelves ...

There are many benefits as a result of creating an environment of trust. In his book, *Smart Trust*, Covey explores the power of building trust and how it can enhance your organization.

Smart Trust: Creating Prosperity, Energy, and Joy in a Low-Trust World

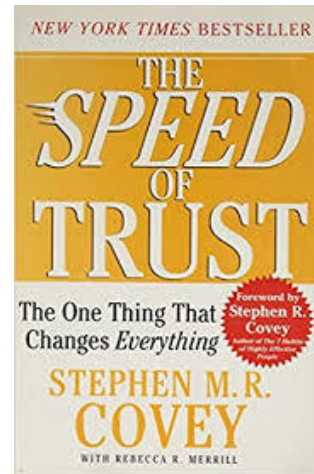
Stephen Covey
Free Press (2013)



It takes time to build a culture of trust in any organization. *The Speed of Trust* discusses not just how to establish trust but the speed at which it can be developed.

The Speed of Trust

Stephen Covey
Free Press (2008)



Above are articles and items in the news that we've come across that are themed to organizational leadership, values and ethics, and non-profits in general.

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