



“Our predisposition to trust has been an important survival skill for young children and, indeed, for us as a species. Recent evidence, moreover, shows that trust plays a critical role in the economic and social vitality of nations, further affirming its fundamental value. But what helps humanity survive doesn’t always help the human, and our propensity to trust makes us vulnerable as individuals. To safely reap the full benefits of trust, therefore, we must learn to temper it.”

Roderick M. Kramer



## Overview

Teams value trust because people rely on each other. Trust is necessary for teams to perform. While people are generally willing to trust, past experiences, events beyond the team’s control, personal differences, or vulnerabilities can make trust fragile. So trust needs to be understood, managed and nourished.

This workshop offers participants ways to approach trust choices based on research and experience. It uses our RIPE for trust framework to make the theory practical. People can explore the risk involved in trust (R), which inputs (I) they use to make trust choices, and how they create paths (P) for building trust. All of this can be supported by enablers (E) that encourage a trust environment.

RIPE is more than a practical framework. It is a useful metaphor. We don’t eat unripe fruit and we don’t trust if conditions are not ripe for trust. We don’t give up on unripe fruit but create the conditions for it to ripen. Knowing options means people can take steps to make trust possible. This is what the workshop explores.

The principles and practices in this workshop can be applied within teams, between teams, with stakeholders, and other people or groups that team members deal with.

## Trust in Teams seminar series

This is the introductory workshop to the Trust in Teams seminar series, a suite of opportunities for exploring trust. Trust is a fundamental part of a productive team. It supports the wellbeing of its members and enables them to work effectively with stakeholders. The seminars help people explore ways to cultivate and manage trust.

## Seminar details

This seminar is suitable for individuals or teams who want to develop their capability for promoting trust.

Aim: To introduce key factors for making trust choices.

Goals for participants:

- Recognise key factors for making trust decisions.
- Explore how trust factors apply to different situations.
- Identify self-management challenges for making reliable trust choices.

Key topics:

- The importance of trust and how we use it.
- An overview of the dynamics of trust - risk, inputs for choosing trust, and common paths and strategies for building and enabling trust.
- Details of standard elements of trust choices.
- Dangers that can lead to misplaced trust.

Session style

- Presentations
- Infographics and handouts
- RIPE framework for making trust decisions
- Scenario analysis based on real life situations
- Group work and conversations

## Trust within the workshop

How do we explore real world trust issues with people who may not have met before from different organisations? We use scenarios based on common workplace experiences. People can examine steps for trust decisions and unpack possible consequences and options. All the time, they can keep the confidentiality - the trust - of their own teams and organisations.



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## EXPERIENCE BASED ORGANISATIONAL DEVELOPMENT

Our programs focus on practical outcomes for leaders, teams and organisations. We combine research, theory and experience to help people build effective and positive organisations. The evidence is clear that positive organisations and the well-being of people boost productivity and results.