



The Leadership Trust Index:

Your starting point on the road to building a high-trust culture



Trust has never been more important within modern business.

When leaders and organisations are trusted by employees, it's much easier to foster happier, more motivated and more productive working environments. It makes a big difference to the bottom line, too: [Deloitte research](#) has found that trusted companies outperform less trusted competitors by as much as 400%.

Achieving high levels of trust can be easier said than done, especially in the era of hybrid and flexible working where employees and their managers are often working in different locations. According to PWC, only a third of business leaders are confident that they're building trust between employees and management at present. But it's by no means impossible - and the journey starts by measuring trust levels within your organisation.

What difference can trust make to my business?

If you can develop high trust levels across your workforce, you'll feel the benefits throughout your organisation, including:



Greater productivity:

Trusted employees are more motivated to work harder and 'go the extra mile' in their jobs. According to [Deloitte](#), 79% of employees who trust their employers feel motivated, compared to only 29% who don't trust their employers.



Improved collaboration:

Employees who trust their employers feel more empowered to speak openly, whether raising issues to management, suggesting improvements, or engaging positively with colleagues. At a time where remote working is commonplace, this is vital to forging and maintaining strong professional relationships.



Stronger employee loyalty:

When employees feel trusted and valued, confidence and pride in their work is much higher. This makes them more likely to commit to their jobs and employer in the long-term, and to speak positively about the business to colleagues and contacts.



More innovation and creativity:

If employees feel trusted, they'll have the confidence to come up with new ideas and help the organisation improve, especially if they feel their views will be valued and considered. This in turn will lead to a dynamic and inclusive workplace culture that fosters continuous innovation and collaboration.

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What is the Leadership Trust Index?

The Leadership Trust Index (LTI) is a unique, academically verified metric used to quantify the levels of trust that exist within a business or organisation. Developed over several years, the LTI is based on extensive data generated by employee and management surveys, and delivers easy-to-understand figures upon which trust can be benchmarked. Results are overlaid against the tried and trusted 'Nine Habits of Trust' model developed by Dr John Blakey, which translates employee views into practical actions that can be taken to improve trust.

Ultimately, the LTI helps turn an intangible, often nebulous concept like trust into a quantifiable metric, which can be used to measure progress and improvements.

What can I do to improve my LTI score?

If your LTI assessment indicates that the trust levels within your business need improvement, then we're here to help. At the Trusted Executive, we have years of experience helping organisations just like yours develop a culture where trust permeates throughout all levels of the workforce.

Based on your LTI results, we can provide focused workshops and coaching that target the specific areas where you need to make improvements. Our education programmes are based on the "Nine Habits" model, delivering comprehensive workshops and personalised coaching to cultivate a leadership approach focused on consistency, honesty, openness, evangelising and kindness.



Consultancy and coaching support tailored to your business

Our activities can be held on a group basis or one-to-one as appropriate, helping instil the importance and value of trust and respect in every employee, regardless of role, experience or seniority. Whether you feel your organisation has major changes to make in trust, or simply needs a refresh or a tune-up, we can help you get the practical support you need to make it happen.

To find out more or to set up an LTI assessment for your business, get in touch with the Trusted Executive team today.

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