

think one team™ newsletter

thinkoneteam™

TRUST YOUR PARTNERS TO THE I-CORE

Trust is a word that is thrown around a lot...but what exactly is trust? Can you 'measure' trust?

We all recognise that trust is a fundamental, yet too often we are at a loss to explain exactly what is needed to develop trust in our relationships.

Trusting someone means that they meet your expectations on the following five areas:

Elements of Trust	Brief Definition
INTEGRITY	Character, standards, ethics, 'walking the talk', living by the values
COMPETENCE	Demonstrating capability in areas that others see as important
OPENNESS	Being open-minded and transparent in disclosing intentions
RELIABILITY	Consistently delivering what is expected when and how it is expected
EQUITY	Demonstrate respect by treating everyone as equals

Think of someone (in a business context) who you trust - do they measure up to the I-CORE test?

More importantly, would you measure up to the I-CORE test to your partners?

Next time you are establishing a relationship with someone who you need to trust, ask yourself (and them) whether you can trust each other to the I-CORE.

Partnering Tip: *Keep it visual*

Misalignment between partners happens when expectations are implied and unspoken. The 'Seven steps to establishing Partnering Relationships' method is deliberately visual to counter this trap. Be focused on using visuals in your partnering discussions to record and confirm expectations.

AFTER THE 'HONEYMOON' OF PARTNERING

Whether through Think One Team™ or other business initiatives, you have been / will be involved in some form of Partnering Agreement.

Partnering Agreements are the 'wedding ceremony', not the marriage. Positive attitudes and actions which came out of your Partnering Agreement and the first few weeks of working together (the 'honeymoon' period) are only the beginning - it takes time and effort from both parties to maintain the relationship and keep expectations aligned, much like a marriage.

Do not feel discouraged if it is difficult to maintain your attitude and agreed actions. Remember that **this is normal**. Meeting new expectations will take effort and create new challenges that need to be tackled by both parties.

Having problems? Don't hide / ignore them - be prepared to 'Share the reality' with your partner so you can BOTH find a way to feel positive about your partnership again.

'Share the reality' by sharing examples - good and bad. Get each partner to consider examples of the partnership working well and examples where it could be improved. Highlight why this is an important example to you and be specific.

The only way a partnership can fail is if one party (or both) stop trying...enjoy the 'Honeymoon' but be prepared to work on your new life together.

Further Details?

Graham Winter Consulting
19 Woods Street, Norwood
South Australia 5067

Tel: + 61 8 8362 2299

Email: team@winterconsulting.com.au

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when everyone in your organisation
thinks and acts as one big team

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