



INSIGHTS

... for Exceptional Leaders

The Holbrow Group

Volume 7 - May, 2009

Trust

**“It is an equal failing to trust everybody,
and to trust nobody.”**

English Proverb

In the News:

You are
invited to attend the
**2009 PRISM
Awards Gala.**

Business leaders and
professional coaches are invited
to attend this annual celebration
of leadership excellence through
coaching from

**5 - 9:30 pm on Tuesday, June
9th** at the **Glenn Gould Studio**
(National Broadcast Centre on
Front Street). The ticket price
of \$125 includes a buffet dinner
and refreshments, a keynote
address by Dr. David Posen
on the topic of “Coping with
Challenging Economic Times,
Stress and How Coaching Helps”
and presentations capturing
the essence of the coaching
experience from this year’s
PRISM winners. For tickets and
further information visit
www.gtacoaches.com.
Colin is co-chairing the
2009 PRISM awards.

Perhaps it is our heightened sensitivity to social responsibility or corporate governance. Perhaps it’s the heated reaction elicited by the plea for the public bailout of a number of former blue chip companies. Today, trust as a concept and core societal and individual value is being severely tested and hotly debated. So much so that we are showcasing this critical aspect of our life in our May INSIGHT newsletter.

Everything starts with trust in building and sustaining a relationship. Trust is everything. Without a sufficient operating level of trust, relationships do not form, grow, and unfold. Without trust, relationships are unable to weather the highs and lows that arise in the workplace and home. Trust is the fundamental building block of believing, sharing and revealing.

“A man who doesn’t trust himself can never really trust anyone else.”

Cardinal De Retz

Trust is all about being vulnerable. It takes courage to trust because you are revealing your thoughts and feelings to others. It’s also about placing your faith in what someone says and promises to deliver will take place.

Trust is also about stating your truth, admitting your mistakes and accepting the responsibility of being trustworthy.

Like so many human capacities, trust starts with us. As Ralph Waldo Emerson states, **“self-trust is the first secret of success.”** If we do not have the confidence in ourselves, we can not expect others to trust us.

Our lives and relationships begin and end with trust. At birth we are completely dependent on our parents to provide us with the basic necessities of life. Later we learn to trust the guidance of our parents, siblings and teachers. Even later we learn to trust our inner sense of what is right and wrong and to follow our instincts.

The Holbrow Group is facilitating workshops on the topics of :

- **Retirement Readiness** for the members of the Canadian Commercial Workers Industry Pension Plan (CCWIPP) throughout S. Ontario (in association with Jarvis & Associates), and;
- **Communication Techniques for Strong Work Relationships and Coaching: A Strategic Leadership Tool** in association with the Canadian Management Centre, Toronto

Congratulations to

The Holbrow Group associate,
Gordon Wilson,
for capturing
the District 60
(southern Ontario)
Toastmasters International
Evaluation championship
at the recent Spring Conference.

Winner of
**2009 International &
2007 Toronto area
ICF PRISM Award for Business
Excellence** through
Leadership Coaching.
**Top Finalist for
2009 Canadian Coach
of the Year.**

Past issues of **INSIGHTS**
(as well as other newsletters)
are available by visiting
www.TheHolbrowGroup.com
and viewing the INSIGHTS webpage on
the left hand side of the home site page.

I am intrigued by how humans fall into two distinctive levels of trust. Some completely trust others. And then there are some conditioned by having misplaced their trust that will never completely re-open themselves to completely trust that individual and any another living sole, again.

Once the bonds of trust are broken, we need to determine to what extent we are open to rekindle a workable or adequate level of trust. Companies for example, need to constantly monitor employee and customer trust in order to be profitable and nurture an important level of value in their product and/or services.

Trust is a pivotal component is serving as a true leader. As Daniel Goleman writes in Primal Leadership "... people with whom we trust give us a safe place to experiment and to try out unfamiliar parts of our leadership repertoire is a no-risk setting."

A call to reflection and action.

Take a few moments to take this test:

On a scale of one (low) to five (high) determine:

- How much do you trust yourself?
- How much can others trust that what you say is what you in fact, do? And,
- To what level do you truthfully and fully trust your peers, staff, and teams?

What three things will you do to create or rebuild a relationship to be a productive and trustworthy leader?

Where are you willing to invest your trust to enable a relationship that is critical to your leadership?

Cheers!
Colin

Colin is a Certified (CPCC) and a credited (PCC) professional Coach. He is a Certified EQ-I® and Emotional Power® Coach as well as an Authorized Team Diagnostic™ Certified Facilitator of The Leadership Circle (360 profiles for individuals and teams).

Associates of The Holbrow Group are certified in an array of leadership, dietary and fitness assessments.

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To learn about Executive and Organizational Team Coaching visit
<http://www.TheHolbrowGroup.com>