

PROGRAM BRIEF



Make The Shift
Consulting Group LLC

Alignment Through TRUST & ACCOUNTABILITY



**Strengthen collaboration,
rebuild trust and create
lasting change**

Best for:

Team Leaders, Human
Resources, Change Agents,
Project Managers

Challenge

Many managers and individual contributors struggle to hold each other accountable—especially around performance and behavior. Teams often avoid difficult conversations, which leads to misunderstandings, misalignment, and unresolved conflict. This erodes trust and reduces productivity across the organization.



Program Structure

This program is structured around interactive sessions that include icebreakers, facilitated discussions, and group activities. Participants will engage in exercises designed to build trust through shared experiences, assess team dynamics, and identify areas for improvement.

Key Components

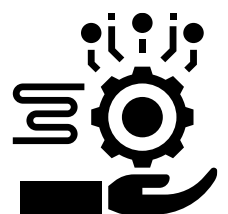
- 1. Introduction and Ground Rules:** The program begins with an introduction that sets clear objectives and expectations for participants.
- 2. Building Trust:** Participants will explore the concept of trust in the workplace, discussing its importance and how to strengthen it. This segment includes an analysis of team assessment results focused on trust and accountability.
- 3. Feedback Mechanisms:** The program covers the significance of meaningful feedback and highlights its role in employee engagement and team dynamics. Participants will learn how to provide constructive feedback that recognizes strengths while addressing areas for improvement.
- 4. Action Planning:** Participants will set individual and collective goals to ensure clarity and commitment, improve accountability, and increase trust-building behaviors within their teams.
- 5. Closing and Follow-Up:** The program concludes with a recap of key takeaways and discussions about ongoing support activities to maintain progress in building a culture of trust and accountability.

Skills developed

- **Building trust:** Establish psychological safety through vulnerability and consistency.
- **Effective feedback:** Deliver strengths-based feedback that fosters growth.
- **Goal setting:** Create strategic goals that align individuals and teams.
- **Sustainable culture change:** Embed practices that build long-term accountability.

Expected outcomes

- Understand the fundamental principles of trust and accountability.
- Develop skills to foster open communication and vulnerability within teams.
- Create actionable plans for continuous improvement in team dynamics.
- Enhance overall organizational effectiveness through improved teamwork.



Outcomes

The **Alignment Through Trust and Accountability** program promises to transform team dynamics including:

- **Enhanced Team Performance:** Unlock the full potential of teams by improving collaboration and communication. By developing exceptional teamwork, participants can enact a shared vision effectively in their daily interactions with coworkers and customers.
- **Improved Trust Levels:** Build trust among team members by encouraging vulnerability and open communication. Participants will learn how to create psychological safety, enabling them to share ideas freely without fear of ridicule or judgment.
- **Constructive Feedback Mechanisms:** Emphasize the importance of regular, meaningful feedback, which significantly increases employee engagement. Participants will develop skills to provide and receive constructive feedback that recognizes strengths while addressing areas for improvement.
- **Actionable Commitment Plans:** Each participant will leave the program with specific, measurable goals to improve accountability and trust within their teams. This structured approach ensures that individuals take personal responsibility for their commitments while fostering collective accountability.
- **Sustained Cultural Change:** The program promises ongoing support and follow-up activities to maintain progress in building a culture of trust and accountability. This includes regular check-ins and a feedback loop reinforcing the concepts learned during the sessions.

Create a more cohesive, engaged, and high-performing organizational culture that benefits employees and the organization!

For more information including pricing and availability, contact Make The Shift Consulting Group at (408) 505-3987 or complete the Contact Us form at www.MaketheShiftConsulting.com

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