



BUILDING TRUST: A SEMCO STYLE WORKSHOP



LEADWISE

SEMCO
INSTITUTE

WHY IS BUILDING TRUST SO IMPORTANT?

So much so, there aren't even good words
Trust is the foundation for the best ways
of working.

**It's never been harder to attract & retain
top talent.**

It is widely known that organizations
today are struggling to attract and retain
talent.

Millennials - who now comprise almost
50% of the workforce - expect freedom
and seek purpose. As digital natives, they
see that remote work is possible, and
they don't accept antiquated, arbitrary-
seeming command and control rules.

It's disrupt or be disrupted.

In our economy, talent is the most
important asset companies have. Talent is
crucial as the world changes and business
models evolve.

No organization wants to be disrupted
out of business -- without engaged people,
you're already falling behind.

Organizational leaders know this, but
most wonder...

... **"where does my organization even
begin?"**

The answer is to begin by building trust.

When you stop to think about it, you
realize that most of the rules that frustrate
and demotivate workers exist because it is
assumed that people cannot be trusted.

Workers are not treated as adults, and
are instead fettered by "boarding school
rules" governing how to dress, what time
to come in, and pestered blockers limiting
access to websites.

Trust is the foundation for improved,
honest, and more human ways of working.

If the relationship between employer and
employee is based on trust instead of
distrust, and if leaders embody and live
this trust, a basis for creating an employee-
friendlier environment is laid.

KEY BENEFITS

By implementing this program, you will:

- Establish trust as the foundation for better ways of working.
- Have a positive and hands-on experience around trust through team-building exercises.
- Inspire participants to immediately start building trust as individuals, and as a team.

PARTICIPANTS PROFILE

This program is aimed to all organization employees, from managers to contributors.

AGENDA

- Introduction
- Introduction to Future of Work
- Introduction to Semco Style
- Talking about Trust
- ‘Leading the blind’ activity
- General introduction
 - ‘XY Game’
 - Part I - self-interest
 - Part II - unfiltered transparency
 - Part III - contemporary governance
- Starting the change
- Conclusion



ABOUT SEMCO STYLE

Semco Style is a philosophy that proposes that everyone can have a fulfilling and productive working life and a healthy work-life balance, while allowing organizations to generate healthy, sustainable profits.



Semco Style companies organize wisely around humans instead of traditional structures and procedures. They treat adults as adults, put people above organizational modes, and see freedom and self-interest as the basis for collective alignment.

Semco Style is based on the experiences and learnings of Ricardo Semler, who has catalyzed organizational changes in the Semco family of companies for the past 30+ years.

START NOW

To implement our program in your organization, you can either:

- Select one of our trained organizational designers.
- Nominate someone from your team to be trained to facilitate the selected program at your company.

CONTACT US FOR NEXT STEPS



THANK YOU!

IF YOU LIKED THIS, LEARN MORE ABOUT LEADWISE
AND START CHANGING HOW WORK WORKS.

LeadWise believes that we need to change how work works. We do this by developing online and in-person courses, workshops and cultivating peer-learning through our international community. Join the movement at www.leadwise.co.

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