



# 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 employees at all levels of organizations.

# 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](http://www.leadwise.co).

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