

TRUSTED
TO
LEAD™



Robert Porter Lynch

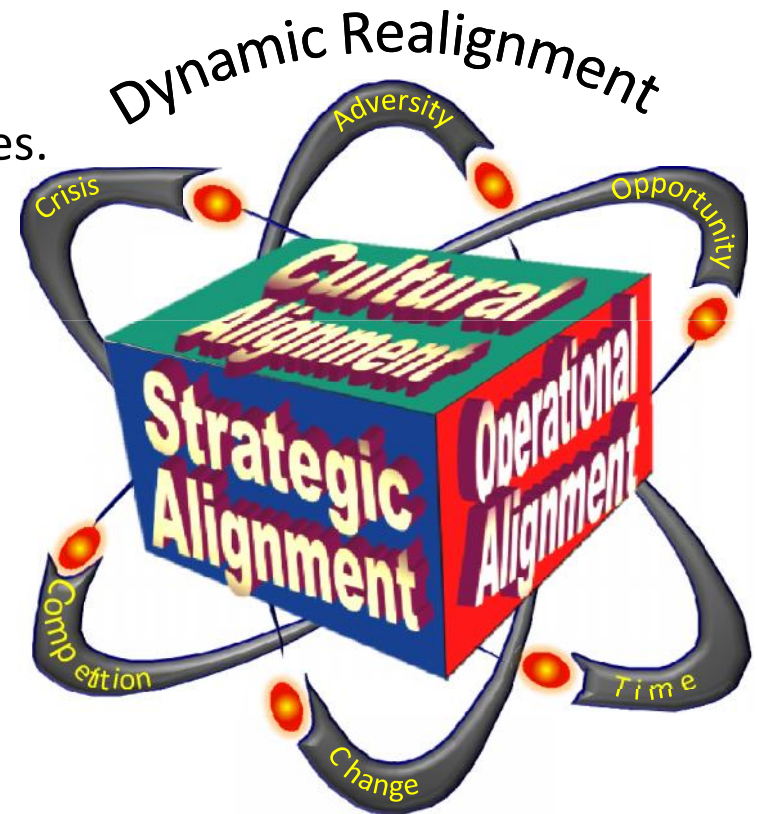


Naples

October 12, 2016

Leadership as a 4-Dimensional System

1. **◆ Strategic Alignments:**
Co-Create an Inspirational **Common Vision**, then chart an Innovative Course that generates a Significant Advantage or Improvement over mediocre alternatives.
2. **◆ Trust Alignments:**
Leaders build a **Culture & Governance System of Trust & Teamwork** that Unleashes & Focuses Human Energy on Achieving the Strategy
3. **◆ Operational Alignments:**
Build Coherent **Organizational Teams**, with Accountability, Measures of Success, & Rewards that produce great results.
4. **◆ Dynamic ReAlignment:**
Innovate & Adapt & Reconfigure as conditions change



**Trust determines the course of history,
the destinies of nations, and
the fate of people.**

**Distrust, more than anything,
kills civilization.**

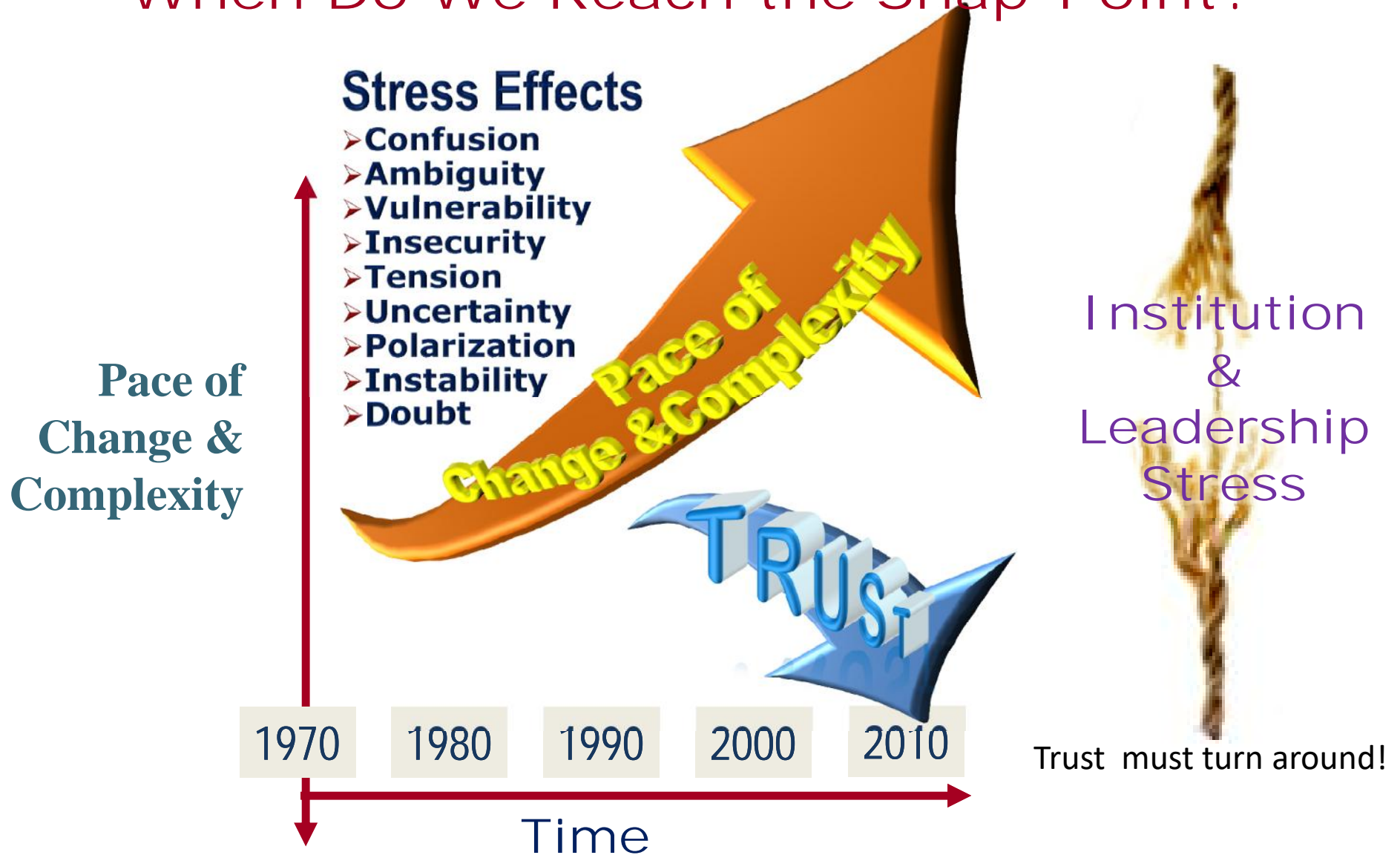
**We can destroy ourselves
by cynicism & disillusion,
just as effectively as by
terrorists & bombs.**

-- Kenneth Clark, "Civilization"

-- Paul R. Lawrence,
Professor,
Organization Behavior,
Harvard Business School



When Do We Reach the Snap-Point?





International
Collaborative
**LEADERSHIP
INSTITUTE**

IN GOD WE
TRUST

THE STATE OF DISTRUST IN AMERICA



DISTRUST IN AMERICA

Senior Executives rate Trust either a 9 or 10 (10 being the highest) in terms of it's importance in any business or personal relationship.



- However, very, very, few have ever taken a ***Course in Trust.***
- When asked: “If you wrote down all you knew about Trust, how much would you write?” the typical Senior Executive states: “About ½ page.”
- *How can this be so? For something so important, it's not taught at any level of school – high school or college.*



DISTRUST IN AMERICA

Trust is Broken in America



- **Our Institutions are Crumbling**
- **Our Youth are Disintegrating**
- **Our Leadership is Failing**
- **We Must Take Action**



DISTRUST IN AMERICA

- **First:
the Good News:**



- **A Few of Our American Institutions
are Holding On:**

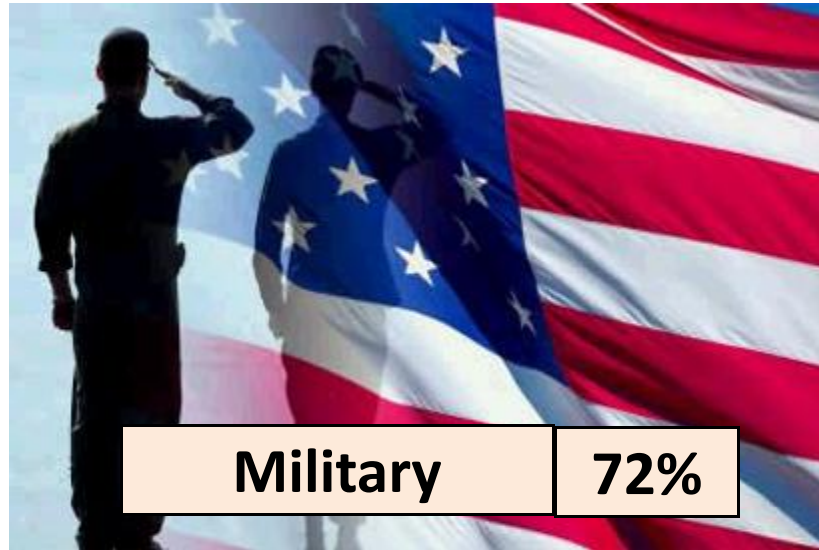


TRUST IN AMERICA

The Most Trusted Institutions

Here's
the
Good
News:
News:

*"% Trust all"
or "Most of
the time"*



But it
doesn't
get
better...



DISTRUST IN AMERICA



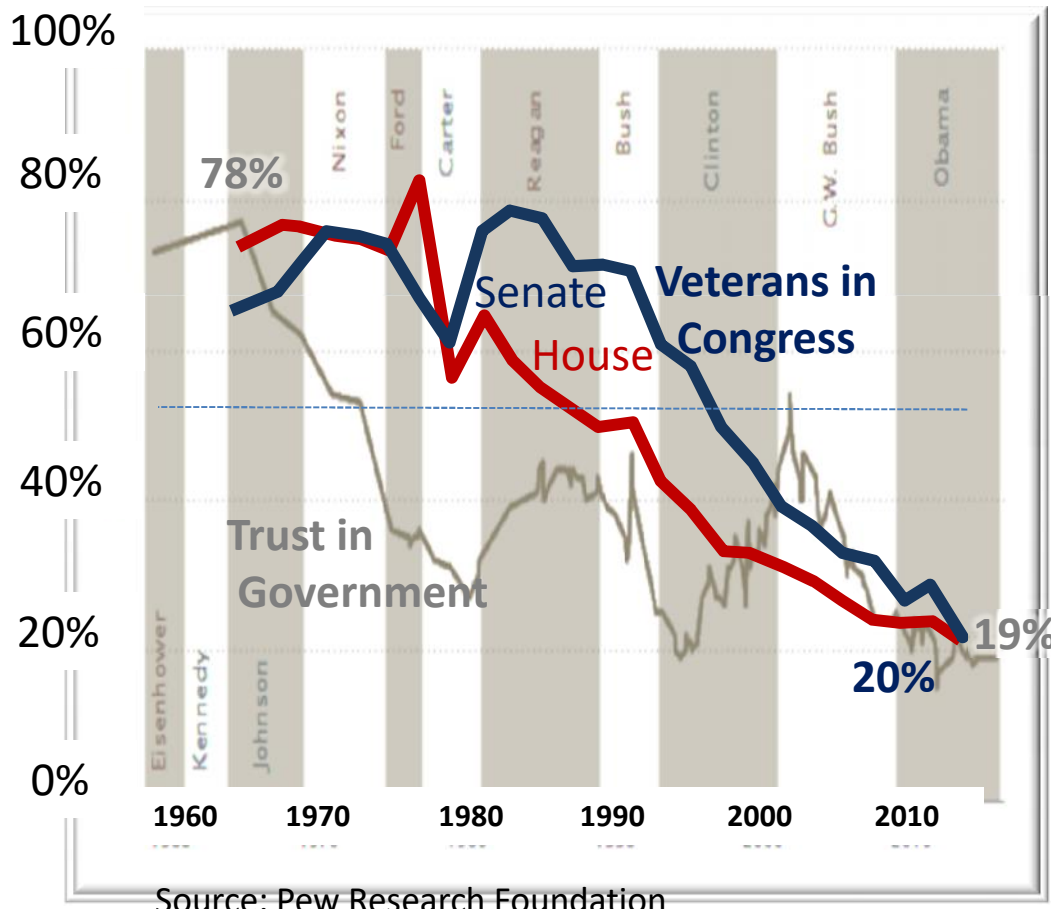
Presidency	33%
Supreme Court	32%
Government	19%
Congress	8%
Used Car Dealers	8%
United Nations	38%



DISTRUST IN AMERICA

Was it always this bad.....?

% who Trust Government in Washington Most or All of the Time



“We face a Deficit of Trust”

State of the Union
January, 2010

**September 20, 2016 - Final address to the
United Nations General Assembly:**



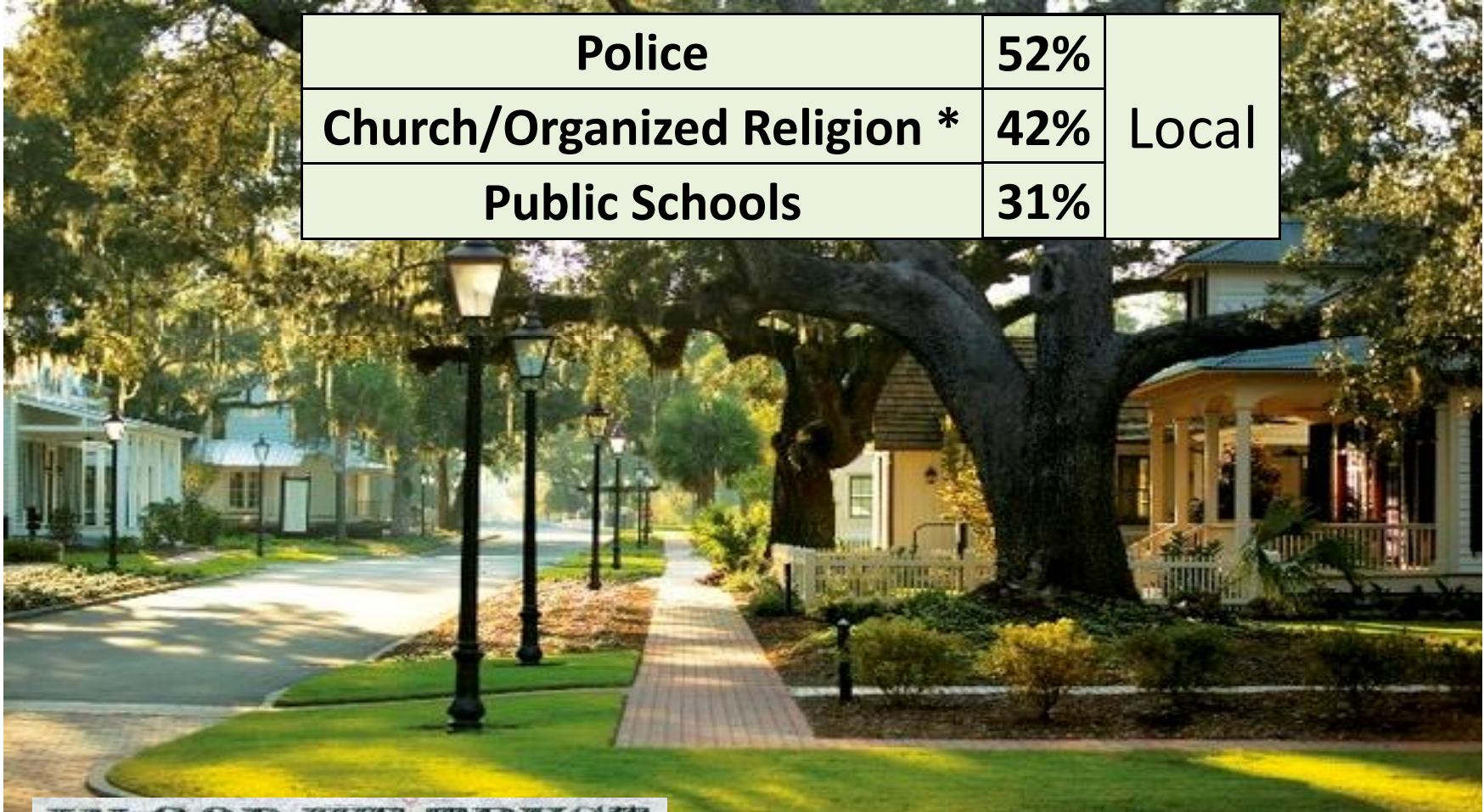
**"Our societies are filled with uncertainty and
unease and strife..... as people lose trust in
institutions, governing becomes more difficult
and tensions between nations become more
quick to surface."**



DISTRUST IN AMERICA

How do Local Communities Fare?

Police	52%	Local
Church/Organized Religion *	42%	
Public Schools	31%	



IN GOD WE TRUST

Source: Gallup Poll Dec 2015

~~* Organized Religion was the most trusted institution in America during the 1970s & '80s with 66% trust ratings~~



DISTRUST IN AMERICA



Medical System

37%



DISTRUST IN AMERICA



Banks

28%



DISTRUST IN AMERICA

WALL STREET



Big Business	21%
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DISTRUST IN AMERICA



Why is Trust in American Institutions so important?

Institutions Transfer the Values, Standards of Excellence, and Knowledge of American Culture from one generation to the next.





FEAR

Uncertainty

Doubt

Distrust

DISTRUST IN AMERICA

Consequences of Institutional Distrust



- 1. Core American Values of Honesty and Fair Play are fast being replaced by self-interest and greed and fear.**
- 2. Social Disorder is manifesting in violence, shootings, anger, blame, name calling, and worse.**
- 3. Youth are in peril with escalating use of drugs, school dropouts, increasing suicides, and depression.**
- 4. Young Millennial adults in the workforce are disengaged, uncommitted to their jobs, with 25% annual turnover rates.**



DISTRUST IN AMERICA

The Dire Consequences -- Youth in Peril

When Institutions Fail

Values Disintegrate & Civilizations Decline

Problem is Pandemic

- Death – Suicide Skyrocketing
Second leading cause of death
- Depression – No Hope leads to drugs
- Dropouts – 30% No Future
- Destruction – Violence & Gangs
- Drugs – 20% Potential Addiction
- Despair – 50% “Dream is Dying”



DISTRUST IN AMERICA

**Our Institutions are Crumbling
Our Youth are Disintegrating
Only Leaders Build Trust in Institutions**



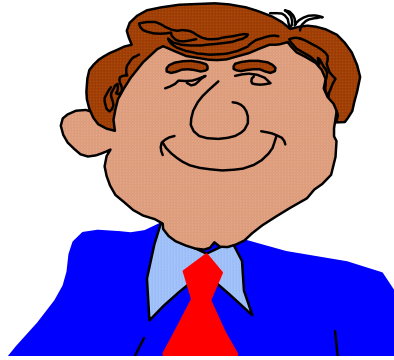
TRUST IN AMERICA

What we can do to change the course of destiny?



A close-up photograph of the Statue of Liberty's head and crown, set against a background of the American flag. The lighting is dramatic, with strong highlights and deep shadows. The text is overlaid on the right side of the image.

*WE ARE
COMMITTED
to leave
America
Better
than we
Found it!*



BUILDING TRUST

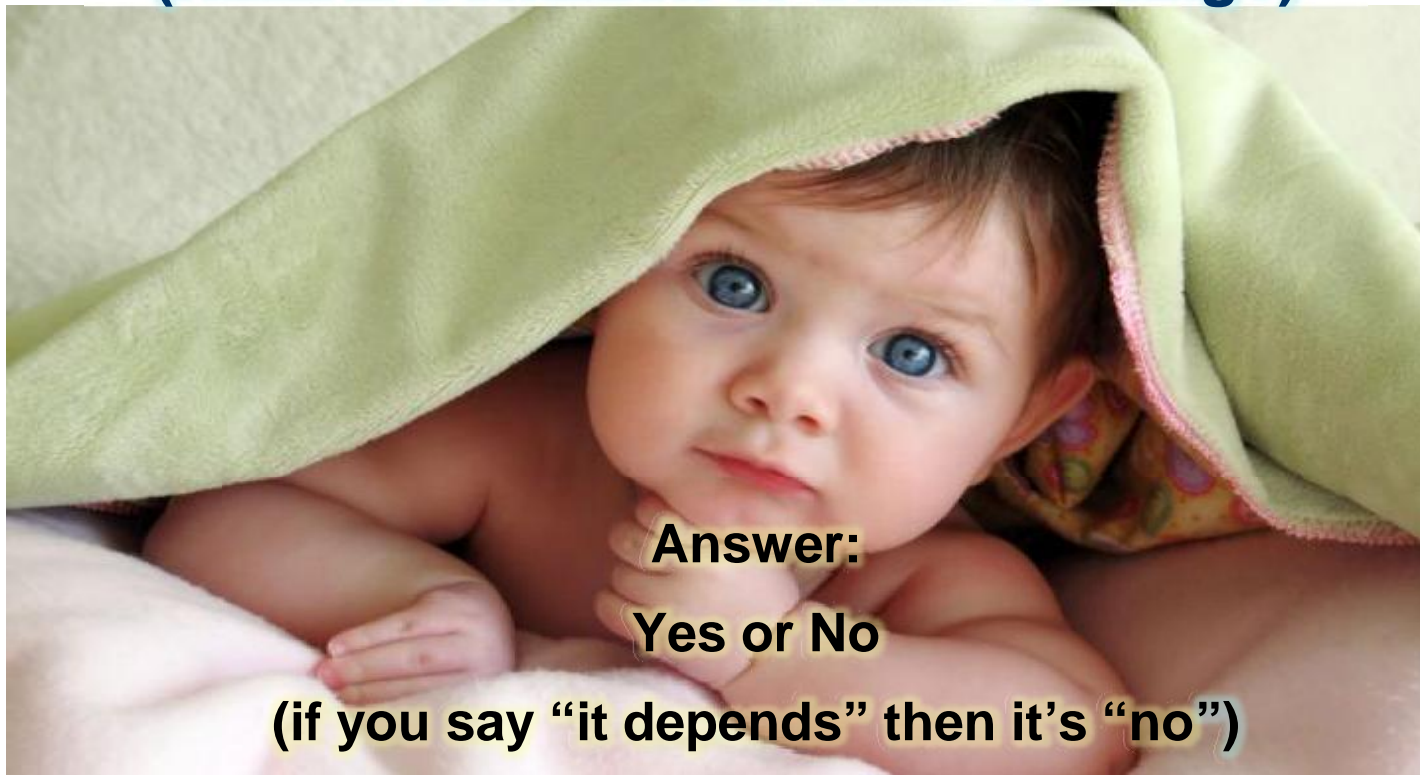
- ➔ Nature of Trust
- ➔ Ladder of Trust
- ➔ Trust Principles



Diagnostic

Question:

**IS TRUST a NATURAL ACT?
(Natural Condition or State of Being?)**



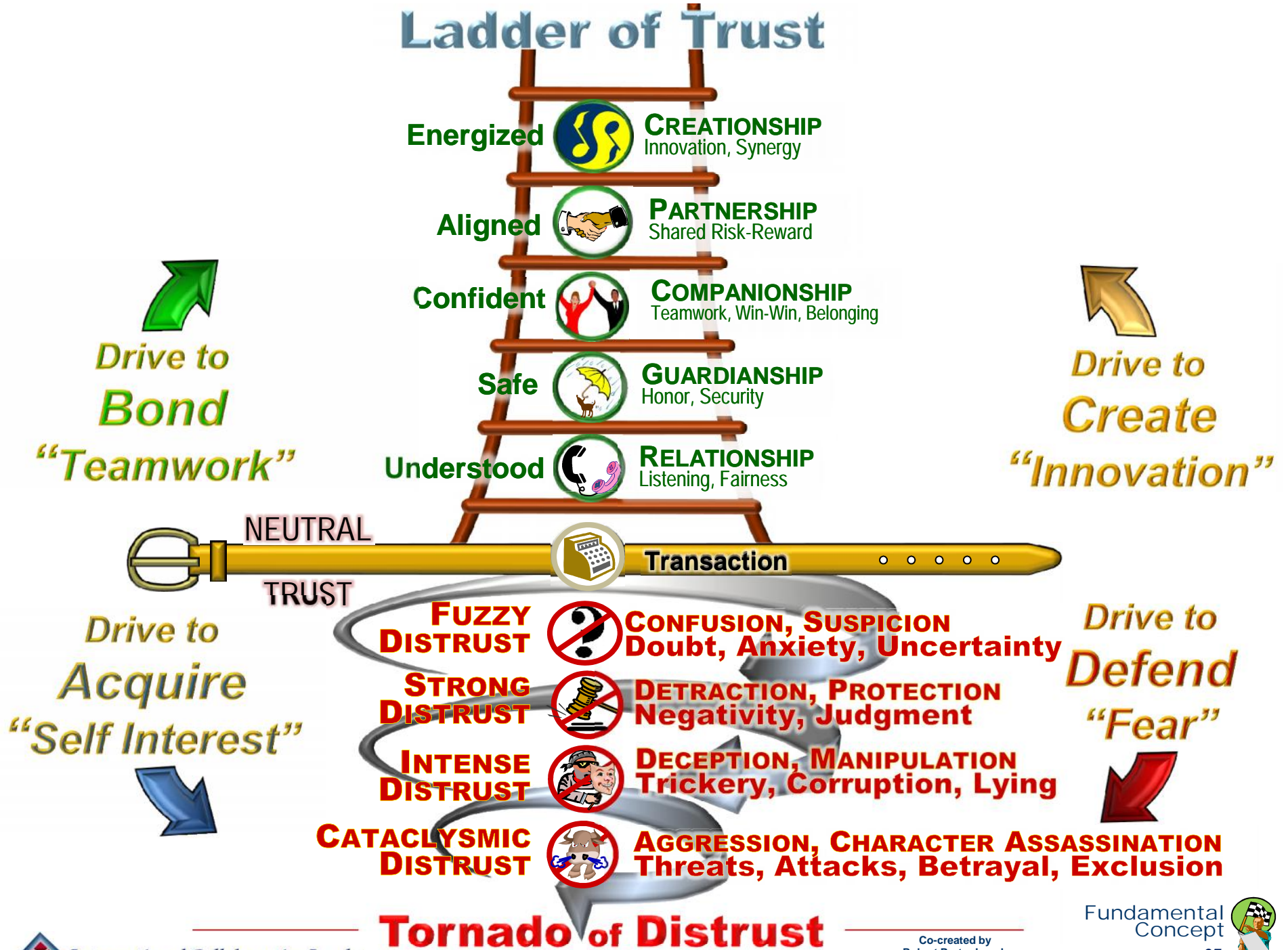
Answer:

Yes or No

(if you say “it depends” then it’s “no”)



Ladder of Trust



EIGHT TRUST PRINCIPLES

- 1. F**airness & Reciprocity
- 2. A**ccountability & Integrity
- 3. R**espect & Empathy
- 4. T**ruthfulness, Courage
- 5. H**onourable Purpose
- 6. E**thics & Excellence
- 7. S**afety & Security
- 8. T**ransparency & Openness



Collaborative Leadership Institute

Building Trusted Leaders



~~We are a newly established Educational Institution~~



REBUILDING TRUST IN AMERICA

Our Mission

To stimulate, create, impact, and drive Today's and Tomorrow's leaders to build an improved world.



YOUTH PROGRAM



2 min

Time: 40 min



THANK YOU!
Committed to Rebuild Trust in America

Learn more about our strategies and programs at www.ICLIInstitute.com



Character taken in its entirety:

1. **Fairness** (balance of Self Interest and Mutual Interest)
2. **Accountability** (taking responsibility versus blaming others)
3. **Morality** (knowing what is the "right thing")
4. **Integrity** (doing the right thing regardless of who is benefiting)
5. **Respect** (caring for others when they are in need)
6. **Truthfulness** (telling the truth, even when it hurts one's interests)
7. **Honorableness** (caring for the reputation of both self and others)
8. **Ethics** (holding the highest of values)
9. **Humbleness** (reluctance to elevate oneself above others)
10. **Graciousness** (display of gratitude toward others)
11. **Safety/Security** (ensuring those in your presence are safe and secure from economic or personal attack)
12. **Transparency** (openness and lack of hidden motives/agendas)
13. **Elevation of Thought** (the power of the mind aim at high principles)
14. **Positivism** (seeing/experiencing the world from a non-cynical, non-adversarial perspective)
15. **Resiliency & Courage** (ability to bounce back from adversity)
16. **Brotherhood** (willingness to bring out the best in others as a whole/group)
17. **Collaboration** (desire to work together with others to benefit all)
18. **Poise** (not cracking under pressure)
19. **Service** (giving to our community)
20. **Wisdom** (more than knowledge)

Note: Many of these characteristics also relate to Trustworthiness



Collaborative Leadership Self Test

Count the # of times you answer “yes: definitely” or “most of the time”

1. Do I like to Inspire People?
2. Do I get a sense of Achievement when people solve a problem together?
3. Do I have an idea that is too big to do alone and want others to engage?
4. Do I see great possibilities or a broader vision than what we are doing now?
5. Do I get a real charge when I see a team break barriers?
6. Do I avoid the “blame-game” when things go wrong, instead looking to learn from mistakes?
7. Do I generally believe that people can solve problems better together than alone?
8. Do I share resources with others?
9. Do I normally listen and ask questions before telling others what to do?
10. Do I believe that, most of the time, involving others in decisions is wise to do?

