

Day 2



1



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3

Check-Ins



4

WELCOME!

What is YOUR NAME
WHERE do you come from?

WHY did you come to the Academy?



5

roommate INTROS



6

Take a Break!

Please Be Ready to Begin at I I am

*“Here is a test to find out whether your mission in life is complete.
If you’re alive, it isn’t.”*

— Richard Bach

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group ICEBREAKERS



8

**Just what is
this Trust Thing?**



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TRUST

is most simply defined as the expectation that other people's future actions will safeguard our interests.

It is the magic ingredient that makes relationships possible.

We trust others when we take a chance, giving them some control over our money, secrets, safety, or other things we value.

(Adapted From: Greater Good, Fall 2008)



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THE ECONOMICS OF TRUST

↓ Trust = ↓ Speed & ↑ Cost

↑ Trust = ↑ Speed & ↓ Cost

(Adapted From: The Speed of Trust, Stephen R. Covey)



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THE ECONOMICS OF TRUST

Economists Armin FALK and Michael KOSFELD have shown that, when performing tasks for others, an atmosphere of distrust reduces individuals' motivation and accomplishments, and increases the cost of doing business.

Additional research by Stephen KNACK and Philip KEEFER has found that countries whose citizens trust each other experience stronger economic growth.



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THE POLITICS OF TRUST

**According to Pamela PAXTON and Adam SMITH,
trust is also essential to democracy,
where people must be willing to place political power in the
hands of their elected representatives and fellow citizens.**

**Without trust, individuals are unwilling to
relinquish political power to those with opposing viewpoints,
even for a short time. They don't believe that others will follow
the rules and procedures of governance,
or voluntarily hand over power after losing an election.**

If that trust declines, democracy is in peril.



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TIME IN . . .



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Who do YOU trust?



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WHO DO YOU TRUST?

THINK OF A PERSON WITH WHOM YOU HAVE A **HIGH-TRUST RELATIONSHIP**

What is it like to be around that person? How do you talk to them?

How long does it take to get things done? What words best describe the relationship?

THINK OF A PERSON WITH WHOM YOU HAVE A **LOW-TRUST RELATIONSHIP**

What is it like to be around that person? How do you talk to them?

How long does it take to get things done? What words best describe the relationship?



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TRADITIONAL (WESTERN) BUSINESS MODEL

$$E \times S = R$$

[(Execution Times Strategy Equals Results)]



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TRUST-BASED LEADERSHIP

$$(P+C) \times S = R$$

[(Passion and Commitment) Times Strategy Equals Results]

$$(P+C) \times S \times T = R$$

[(Passion and Commitment) Times Strategy
Multiplied By Trust Equals Results]



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THE TRUST DIVIDEND*/TAX**

*DIVIDEND = GREATER EFFICIENCY & MORE SUCCESS

**TAX = LESS EFFICIENCY & LESS SUCCESS

Passion & Commitment	Times	Strategy	Equals	Result	Tax or Dividend	Equals	Net Result
10	x	10	=	100	Less Tax 40%	=	60
10	x	10	=	100	Less Tax 10%	=	90
10	x	10	=	100	Plus Dividend 20%	=	120



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Trust Interactive!



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Enjoy Your Lunch!

Please Be Ready to Begin at 14:00

*"Go confidently in the direction of your dreams! Live the life you've imagined."
— H. D. Thoreau*

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IMPLICATIONS FOR OUR WORK

WITH YOUR TABLE ...

Discuss for a few minutes how you see TRUST impacting your work as a leader.

Then brainstorm a LIST OF 2-3 STRATEGIES
for improving trust with your friends and allies.

PLEASE BE PREPARED TO SHARE 2-3 STRATEGIES FROM YOUR LIST



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Inherit the Wound



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INHERIT THE WOUND

•What is your earliest memory of recognizing that people were racially, ethnically, sexually, physically, religiously, financially or different from you?

•While growing up, what messages did you receive from your family, friends, and community about racial or other differences? Were the spoken and unspoken messages consistent?

•When was the first time that you became aware that your identity affected the way you would be treated by society?

•Identify a recent experience where your assumptions, attitudes, beliefs, or behaviors were questioned, challenged, or otherwise tested.

•What do you feel is your greatest personal challenge regarding issues of difference?



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Take a Break!

Please Be Ready to Begin in 15 Minutes

*"The probability that we may fail in the struggle ought not to deter us from the support of a cause we believe to be just."
— A. Lincoln*

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Personal Mission Statements



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I Want to Change ...

Discrimination

Youth Activities



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The goal of this project is to _____

This reason this project matters is _____



Start here and then go to the left and to the right.

Resources and Partners	Inputs	Activities	Results	Targets and Measuring
Who needs to help and in what way? (Examples: schools, businesses, friends, parents.)	What you need to do the activities. (Examples: participants, staff, volunteers, materials, equipment, money.)	How you will do it. What are the actions that are required to achieve the result? Who does those actions, and how much time and effort do the activities take?	What you want to achieve. What are the benefits, changes or improvements that will result from your activities? (Examples: We want to remove the ugly graffiti from the town center. We want to start a youth football league in our town.)	How you will know you made it happen. This is about analysis and proving that you have accomplished the results you want. Is the result sustainable? Will more activities be needed to keep the result happening? (Examples: The football league has 6 full teams by June 2010. All teams play five games and a playoff.)
School permission, teacher to partner with local businesses to sponsor club	Time of group members, students, poster materials, phones to contact club leaders.	Two hours per week for all group members. Two weeks to create and put up posters in all high schools in municipality recruit club leaders, create club charter.	We want to start a popular Environment Club in every high school in our municipality. The clubs should focus on 1) promoting awareness and 2) picking up rubbish.	18 high schools have Environment Clubs by 2010. Each club has at least 15 members. Each club meets at least 2 times per month. At least two clubs have organized and done a rubbish cleaning project.

Discrimination

- Doni - Gjilan/Kamenica**
- Nenad - Prishtina (region)**
- Nida - Prishtina**

- Sebastian - Gjakova**
- Venera - Peja/Prishtina**
- Marigona - Gjakova**

Youth Activities

- Arbnora - Theranda**
- Shengyl - Prizren**
- Arbnor - Theranda**
- Oktay - Prizren**
- Besim - Rahovec**
- Onur - Prizren**
- Melina - Pec**
- Arton - Klina**
- Sami - Istog**

Youth Activities

Stevan - Prishtina

Ivan - Prishtina

Gentiana - Prishtina

Senem - Prishtina

Gent - Prishtina

Bardh - Prishtina

Besfort - Mitrovice

Duygu - Prishtina

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Closing Circle

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Listening Team

Okday, Gentiana, Bardh, Gent, Senem, Onur

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Relax & Enjoy Your Dinner!

*Coffee Break NOW!
Dinner in the Restaurant at 18:30
Please Be Ready to Work at 19:30*

"We do not believe in ourselves until someone reveals that deep inside us something is valuable, worth listening to, worthy of our trust, sacred to our touch. Once we believe in ourselves we can risk curiosity, wonder, spontaneous delight or any experience that reveals the human spirit"

— E.E. Cummings

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Our Planet Earth

57 would be Asian.
21 would be European.
14 would be from the Western Hemisphere.
8 would be African.
52 would be female.
48 would be male.
70 would be nonwhite.
30 would be white.
70 would be non-Christian.
30 would be Christian.
89 would be heterosexual.
11 would be gay or lesbian.
6 people would have 59% of all the world's wealth.
All 6 would be from the United States.
80 would live in substandard housing.
70 would be unable to read
50 would suffer from malnutrition.
1 would be near death.
1 would be pregnant.
1 would have a college education.
1 would own a computer.

Donella H. Meadows



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COMMUNITY

*"We are all longing to go home to some place we have never been.
A place half-remembered and half-envisioned that we can only catch glimpses of from time to time.
Somewhere there are people to whom we can speak with passion
without having the words catch in our throats.
Somewhere a circle of friends will open to receive us,
eyes will light up as we enter, voices will celebrate with us whenever we come into our own power.
Community means strength that joins our strength to do the work that needs to be done.
Arms to hold us when we falter.
A circle of healing. Someplace where we can be free."*

— Starhawk

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**“Do not believe in anything simply
because you have heard it.
Do not believe in anything simply
because it is spoken and rumored by many.
Do not believe in anything simply
because it is found written in your religious books.
Do not believe in anything merely
on the authority of your teachers and elders.
Do not believe in traditions because
they have been handed down for many generations.
But after observation and analysis,
when you find that anything agrees
with reason and is conducive to the good
and benefit of one and all,
then accept it and live up to it.”**

— Buddha

