

FONEHAUS EMERGING LEADERS TRAINING



Emerging Leaders Training: Building Trust and Cooperation - A Recap

WRITTEN BY THE FONEHAUS TRAINING AND DEVELOPMENT TEAM

What a fantastic couple of days we had on July 24th and 25th, 2023, when the Rio Room at Lamana Hotel transformed into a hub of learning and growth! In collaboration with Results Driven Leadership (RDL), we hosted a comprehensive training program titled "Building Trust and Cooperation." The sessions were led by the brilliant Robert de Loryn, an expert trainer from RDL.

What's in this newsletter:

**BUILDING
TRUST AND
COOPERATION
IN OUR LEADERS**

The aim of this training was to empower our emerging leaders with the skills and knowledge necessary to foster trust and cooperation within their teams. And we're thrilled to say that it was a resounding success!

A Diverse Group of Learners

The first day of the training saw 13 eager participants from our POM shops and head office. But the excitement didn't stop there. The second day saw an increase in participation with 20 attendees, including 13 from our outstations. This diverse group of participants brought a wealth of varied perspectives and experiences, enriching the discussions and making the training sessions even more engaging.

Lessons in Leadership and Teamwork

At the heart of the training was the idea of building trust and nurturing cooperation. Participants embarked on a deep dive into understanding what trust means in a team and leadership context, how to establish it, and why it's so important.

A key highlight was the self-reflection exercise where participants identified their weaknesses. This introspective exercise was designed to foster personal growth and promote a culture of continuous improvement. Over the next two weeks, participants will reflect on these weaknesses and discuss their findings with their managers before submitting "Our Homework" to our General Manager, Damian Ames.



There were 4 key takeaways from the training.



The self-reflection exercise was a valuable addition, prompting introspection and providing a clear roadmap for personal and professional development.

Key Takeaways

Four key messages echoed throughout the training:

1. Trust is the cornerstone of successful teamwork, paving the way for effective communication, open dialogue, and an environment conducive to innovation and creativity.
2. Leaders have a vital role in nurturing trust within their teams. This can be achieved through consistent actions, reliable performance, and transparent communication.
3. Cooperation is intrinsically linked to trust. When team members trust each other, collaboration becomes more effective, ideas flow freely, and collective goals are achieved more efficiently.
4. Recognizing and addressing individual weaknesses is an essential step towards self-improvement, leading to personal growth and improved team functionality.

Looking Ahead

The training was well received, providing practical insights that participants can immediately apply in their roles. The self-reflection exercise was particularly beneficial, prompting thought-provoking introspection and a clear path for personal and professional development.

We can't wait to see how these lessons will be incorporated into our participants' work and leadership styles. Over the next two weeks, we'll closely monitor their progress on the weaknesses identified during the training. This will offer valuable insights into the effectiveness of the training and the commitment of our participants.

Stay tuned for updates on this exciting journey of growth and transformation. We're eagerly awaiting the "Homework" to be submitted to and can't wait to share the progress with all of you!

