



Leadership and the Culture of Trust

Gilbert W. Fairholm

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Leadership is not something one does alone. It is an expression of collective, community action--unified action of leaders and followers who trust enough to jointly achieve mutual goals. The task of creating a culture conducive to interactive trust is perhaps the preeminent leadership task. This practical guide identifies the key elements leaders need to manipulate to create such a trust culture in any work environment. By learning to shape culture to meet changing needs--by learning to be continually responsive to the organization's vision as well as to the needs of a changing follower core--the leader can create the situation necessary for any successful organization, one where followers can trust others and feel free to work together to gain mutually desired goals.

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