**Compelling Leadership through building trust - Dr Paul Browning**

[www.compellingleadership.com.au](http://www.compellingleadership.com.au/)

Presenter: Dr Paul Browning (PhD has been a Headmaster for 17 years, founding principal at Burgmann Anglican School, Chair of the Association of Independent Schools ACT, on the Board of the Independent Schools Council of Australia and currently Principal St Pauls School QLD.

Dr Paul Browning discussed;

* What is trust and how does this improve student outcomes?
* What are the characteristics of building trust?
* Using his rubric for assessing trust.

**What is trust?**

* Socially constructed phenomena and different for different situations, parachuting vs
* Improves cooperation, collaboration and planning, culture
* Building trust improves students’ performance by 33% lack of trust drops this to 1/7 chance of improving outcomes
* Build trust before trying to implement change.

**How much are you trusted? Characteristics of building trust.**

* Leadership practices direct correlation between trust in the leaders an trust in the organisation.
* Trust built on 10 key practices.

1. Admit your mistakes – humility/humble
2. Offer trust –give before getting it
3. Actively listening – understand before responding – listen for understanding
4. Provide affirmation – seek opportunities for the little things as well as the big things
5. Consultative decisions – trust the knowledge of staff.
6. Be visible – title doesn’t give credibility
7. Be consistent – level headed, calm measured responses
8. Coach and mentor - maximise the potential of other people’s potential
9. Care – act with care and compassion and empathy
10. Confidentiality

**Developed Trust and Transformational leadership assessment rubric** (attached) which can be used to collect trust feedback

An affirming and useful presentation.

George Palavestra

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