## Healthy Workplace Relationships:  How to Build them or Kill them.

### Overview:

This 2½ to 3 hour, highly engaging workshop, is suitable for conferences and special event.  It looks at the importance of relationships in the workplace. We take a fairly obvious position.  That is, we work best with people with whom we have relationships based on respect, communication, and trust.  We also observe that, though this fundamental premise is hard to argue, nonetheless people:  a) don't spend enough time working on having healthy relationships, b) don't know how to create strong relationships, and c) do all kinds of things to undermine the very relationships that are necessary for them to perform effectively at work.

Having said that relationships are of major importance, there is a complication.  **YOU** are the only person that you can change **YOU**.  And you can't change the other person or persons.  If one's expectations are that improvement in a relationship depends on the other person making unilateral changes, the waiting time will be long and inevitably the results will be disappointing.  So the approach in this session will be to ask people to look at themselves, not at others.  We will present and develop ideas on gaining respect, communicating in ways that don't undermine relationships, and gaining and giving trust.

### Gaining Respect

We're going to advance the view that respect is earned and is a function of a combination of: a) one's competence through knowing what you're doing; and b) confidence, which is shown through stepping up to tough challenges.

### Communicating

We'll propose that an assertive communication style is best for building healthy workplace relationships.  We also will offer a view of the "4-Horsemen" of relationships. These are specific and observable communication behaviors/patterns that destroy any chance of having healthy relationships.

### Trusting

Finally, we will offer a primer on the all important dynamic of trust – without which there can be no healthy relationships in the workplace or anywhere else.