TRUST IN THE WORKPLACE

Susan Wente, Ph.D.
Provost and Vice Chancellor for Academic Affairs
“Belief that someone or something is reliable, good, honest and effective” – Merriam Webster

“Willingness to put oneself at risk based on another individual’s actions” – Human Capital Institute
Tiffany Porter's fruit
no touchie!
If you eat this you are taking my baby's food.

STOP eating
MY SOUP! I know
who you are. I'm
watching you. I
mixed a little
Oxy Powder in my
Soup today.
Care to find out what
that is?? Try a bite.

I licked the top
of every can
And I'm sick...
Try me

Washington Mutual
TRUSTING LEADERS AND MENTORS

Phil Stahl, Ph.D.
B.S., University of Iowa, Iowa City; Ph.D., Department of Biochemistry, University of California, Berkeley, California
1984-1988: Postdoctoral Fellow, Memorial Sloan Kettering Cancer Center
Postdoctoral Fellow, Rockefeller University

Arnie Strauss, M.D.
1984-1988: Postdoctoral Fellow, Memorial Sloan Kettering Cancer Center
First postdoc trainee joins John Stamos' laboratory at University of Michigan 1988
1993-1996: MCB Course Director

Lee Limbird, Ph. D.
First independent publication in Cell Biology, 1988
1996-1998: MCB Course Director

First RO1
Assistant Professor
Washington University School of Medicine

Second RO1
Associate Professor, Cell Biology & Physiology, Washington University School of Medicine

Kirsch Investigator Award 1996-2001
John H. Seitzon Award, 2001-2003
MSTP Program Co-Director

Jeff Balser, M.D., Ph.D.
Department Chair

Chancellor Zeppos

Assoc VC for Research
Sr. Assoc Dean

Renewed RO1 for Provost

Assistant Vice Chancellor for Research
Senior Associate Dean

8th publication for Provost
TRUSTING MY COLLABORATORS

• Building trust within and between teams

• Sharing unpublished data?!

• Trust as the launch pad that takes your work to the next level

John York, Professor of Biochemistry
DO YOU TRUST YOUR COLLEAGUES?

- Do you ask your colleagues for input on projects?
- Do you collaborate on projects?
- Do you delegate tasks?
- How often do you check in on your employees as deadlines approach?
- Do you believe your supervisor has your best interest at heart?
- Does your boss “play favorites?”
WHY TRUST MATTERS

• Productivity
• Collaboration
• Engagement
• Retention
CREATING A TRUSTING ENVIRONMENT

- People feel safe communicating their ideas, opinions
- People have a shared sense of commitment and responsibility
- People are acknowledged and rewarded for their work
- Everyone is treated fairly, regardless of rank
- Transparency and shared understanding is encouraged
- People and teams can take risks and are allowed to “fail,” learn from their mistakes

- Human Capital Institute Survey
More than 80% of workers surveyed found that being effective in their work requires a high degree of trust in their leaders.
1. Set employees up for success by providing tools, resources, and learning opportunities

An On-Boarding Toolkit for Deans
- Policies
- Resources
- Helpful Hints
LEADERSHIP ACTIONS THAT BUILD TRUST

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2. Provide adequate information about decisions
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3. Seek input prior to making decisions

Strategic Plan Town Hall Meetings
April 6, 4-5 pm, SLC, Board of Trust Room
April 7, 12-1 pm, Mayborn 204
April 16, 4-5 pm, Light Hall 208

JOIN US!
Open to all faculty, staff and students!
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2. Provide adequate information about decisions
3. Seek input prior to making decisions
4. Consistently act in alignment with the company’s values

VU Values and Visions

- We must offer an absolutely outstanding educational experience for all our students.
- We must undertake world-class research that produces new and important discoveries that address important problems and questions.
- We must guarantee these first two goals are mutually reinforcing so as to ensure Vanderbilt’s impact on society is deep and enduring.
LEADERSHIP ACTIONS THAT BUILD TRUST

1. Set employees up for success by providing tools, resources, and learning opportunities
2. Provide adequate information about decisions
3. Seek input prior to making decisions
4. Consistently act in alignment with the company’s values
5. Give employees an inspiring shared purpose to work toward
OUR CULTURE

In Support of our Commitment to Collaboration, Creativity and Civility