

## COMMUNICATE HONESTLY THROUGHOUT YOUR ORGANIZATION

One in five people admit to fibbing in the workplace at least once a week, according to a CareerBuilder.com survey, and a quarter of hiring managers say they've fired a worker for being dishonest. Still, most employees state they prefer working for an organization that values honesty. It takes real commitment to build a corporate culture founded on honesty — because building an ethical corporate culture requires more than simply admonishing employees to do the right thing. Studies in corporate integrity have shown that poor communication is perhaps the single greatest threat to the creation of an honest and ethical corporate culture.

**Straight Talk** is a one-day workshop designed to show you how to develop an environment that supports open and straightforward communication, where genuine conversations and candid discussions can flourish. Straight Talk gives you tools to assess your own corporate culture and create strategies to increase the amount of honest communication and open dialogue that occurs every day. Combined with a clearly defined set of ethical values, such a culture tends to produce better managerial decisions, raise productivity and improve employee morale. Straight Talk will show you how to establish a standard of communication for your team that encourages open discussions and healthy debate, tells the truth, doesn't mince words and, most of all, is guided by a sense of right and wrong.

Our application-based, highly interactive program addresses the needs of your organization with a series of five specific modules. Managers are encouraged to bring real-life challenges to class and test their approaches with other participants.

Based on the book *Absolute Honesty: Building a Corporate Culture That Values Straight Talk and Rewards Integrity*, by Larry Johnson and Bob Phillips, this interactive workshop can benefit everyone in your organization, from top management and first-line supervisors to staff personnel. The workshop provides practical guidelines for speaking up honestly and communicating effectively, with respect, loyalty and no fear of reprisal.

Participants will learn how to apply Straight Talk by participating in discussions, exercises and practice in using the **Six Laws of Absolute Honesty**:

**I. Tell the Truth**

**II. Tackle the Problems**

**III. Disagree and Commit**

**IV. Welcome the Truth**

**V. Reward the Messenger**

**VI. Build a Platform of Integrity**

### STRONG FACILITATION DELIVERS OUTSTANDING RESULTS

**Bob Phillips**, principal of RW & Associates, Inc., and co-author of *Absolute Honesty*, has over thirty years' experience as an HR professional. Bob has managed personnel and organizational-change processes for numerous clients, including Intel, AT&T, U-Haul, Sequent Computers, Tektronix, Inovise Medical, Air BP, Bank of the Cascades and Nike.

Bob's expertise is in introducing change initiatives and

stimulating peak organizational performance in diverse organizations ranging from large, established companies to high-tech start-ups. As a consultant, Bob focuses on companies and organizations that need to improve their effectiveness in accomplishing business objectives.



### PROGRAM OPTIONS

Straight Talk is designed to help teams communicate more effectively. Rather than focus on an individual's ability to communicate, Straight Talk emphasizes communication in departments, work groups and the entire organization. Because the interaction between members of the group is paramount to achieving a culture that reinforces open and honest communication, Straight Talk is offered as a one-day, in-house program. Call to arrange yours today.

