

## COMMUNICATE HONESTLY THROUGHOUT YOUR ORGANIZATION

In a world filled with headlines touting the latest corporate scandal, 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:**

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|---------------------------------|--|
| <b>I. Tell the Truth</b>        | <b>IV. Welcome the Truth</b>             |
| <b>II. Tackle the Problems</b>  | <b>V. Reward the Messenger</b>           |
| <b>III. Disagree and Commit</b> | <b>VI. Build a Platform of Integrity</b> |

### 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.

### REGISTRATION AND PRICING

Executive Forum offers a variety of programs that can be fit readily into your organization's development calendar. The Straight Talk workshop is available as a one-day in-house session designed to help your teams communicate more effectively. Additional concentrated programs are available that will help ensure the communication principles presented in Straight Talk are reinforced and successfully applied throughout your organization. Contact us—we can help define your organization's communication needs and address options for meeting them.