

Drop-Dead Honest Organization

Are employees telling you what you need to hear — or what they think you want to hear? An even tougher question: Can you handle the truth?

In this advanced retreat program, you'll learn what an honest organization looks like and its benefits. You'll also learn about forces that prevent us from being completely truthful and how they can undermine your organization's performance and profitability. Important note: This program challenges conventional thinking about how leaders run their organizations. It's not a feel-good workshop, and participants may experience anxiety and stress at times. The payoff? You'll be able to improve information flow, build trust and increase productive interaction among employees.



Participant feedback

"I thought the program was excellent. It forced us to be drop-dead honest with ourselves as leaders, to really look at issues surrounding some of our weaknesses and expose them. Yet the group gives you a safe environment, away from your business, in which to be vulnerable.

— Judy Kastner, president of LED Power in Irvine, Calif.

"I've attended several leaders retreats at the foundation with my WPO group. Although we meet once a month, going to Big Rock Valley is always a real bonding experience.

"At our last retreat, one of my takeaways was recognizing that I needed to be more honest with myself. I thought I was good at delegating, but realized that wasn't true. Now I'm trying to let employees do more on their own, whether it's tackling an assignment or solving a problem. When they come to me with issues, instead of leaping in with an answer, I'll ask: "How would you handle that if I wasn't here?"

— Aurea Griffith, president of Central Enterprises in Yorba Linda, Calif.

What you'll learn

- Where the truth really resides in your organization.
- Constraints to honesty: why leaders don't know the truth.
- Why executives pull punches with leaders — and why leaders pull their punches with executives.
- The role of conflict (both constructive and destructive) in a learning organization, how to make the best of conflict and how to lead through it.

Why it matters

- Information flow is the lifeblood of an organization. If you're getting faulty or incomplete information, it's going to affect the quality of decisions you make.
- Artificial harmony may feel comfortable, but it impedes growth. It's important for you and employees to understand that conflict is inherent in any change introduced to your company.
- Truthful dialogue leads to clear expectations and can help your employees become more accountable, responsible and engaged.