



Ormond & Associates PROGRAMS & SERVICES

• EXECUTIVE COACHING

Supporting leaders to grow their confidence, decision-making, and leadership influence for better results.

• TEAM EFFECTIVENESS COACHING

Improve collaboration, trust, and collective performance with a practical, proven approach to building team effectiveness.

• LEADERSHIP WORKSHOPS & KEYNOTES

Customized and packaged workshops & keynotes designed to build leadership capability at every level.

• TALENT STRATEGY CONSULTING

Helping organizations predict their talent needs and align their people programs to meet those needs.

TRUST EROSION DIAGNOSTIC

When trust breaks at the senior leadership level, it rarely does so through visible conflict or dramatic failure. It often erodes quietly through unspoken trade-offs, blurred ownership, and well-intended actions that send unintended signals. This diagnostic highlights the **patterns** we see most often when trust weakens at the senior table.

1. Enterprise Priorities and Alignment.

- ☐ Leaders are expected to think enterprise-wide but rewarded for functional wins
- ☐ Competing priorities exist but are rarely named or resolved explicitly
- ☐ Trade-offs are avoided rather than decided
- ☐ Leaders leave meetings with different interpretations of “the priority”

2. Decision Ownership and Over-Functioning

- ☐ One or two leaders hold disproportionate decision ownership
- ☐ Leaders step in to solve issues that could be owned elsewhere
- ☐ “Helping” is sometimes experienced as interference or second-guessing
- ☐ Decisions funnel upward instead of being pushed down

3. Follow-Through and Reliability

- ☐ Commitments slip without being clearly reset or renegotiated
- ☐ Accountability relies on memory rather than visible tracking
- ☐ Leaders assume alignment without confirming it
- ☐ Follow-through feels uneven across the team

4. Candour, Challenge, and the Real Conversation

- ☐ Sensitive issues are discussed after meetings rather than in them
- ☐ Leaders hesitate to challenge peers directly
- ☐ Agreement in meetings feels polite rather than robust
- ☐ Concerns surface late, after decisions are already made

Interpreting what you’re seeing: 4 – 7 statements are true: Early signs of quiet trust erosion. **8+ statements are true:** Trust is being managed through effort, not design.

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Leadership & Team Development Experts | Executive Coaching