



ALIVE
IN CHRIST
 SPIRITUAL LEADERSHIP CONFERENCE

Title: Creating a Spirit of Transparency

Speaker: Dr. Tom Shepherd

According to a 2014 American Psychological Association survey of 1,562 U.S. workers, a full quarter of employees don't trust their employer. The survey also found that only about half believe their employer is open and upfront with them.

DEFINITION: Transparency (in business and ministry)—“Open, honest and direct communication with co-workers and business associates; free from pretense or deceit; easily detected or seen through; readily understood; characterized by visibility or accessibility of information especially concerning business practices.”

Introduction: _____

1. Finding a _____

- A. _____ with employees
- B. _____ mistakes
- C. _____ policy adjustments
- D. _____ where to draw the line

2. Why Be _____ ?

- A. Better _____
- B. Better _____
- C. Better _____

3. Ways to _____ Transparency

- A. On-Boarding and _____
 - 1. Hire the right people
 - 2. Find like minds
 - 3. Focus on Employee Development
 - One Gallup poll found that 87% of millennials (and 69% of non-millennials) view development as important in their jobs.
 - 4. Educational Assistance

- B. Set _____
 - 1. Business Plan
 - 2. Set annual, semi-annual, quarterly, and monthly goals
 - 3. Reaching goals is something that encourages employee engagement

C. _____ Transparent Work Processes

D. Have an _____
MBWA

E. Employee _____

According to Gallup polls, employees who aren't recognized are twice as likely to quit.

- 1. It's the small things
- 2. Get them the information they need
- 3. Respond positively to honesty
- 4. Go to lunch!

F. _____ (again)

Know when to keep information to yourself

G. Explain _____

Someone has to be the boss

H. Don't _____

- 1. Employees can't be engaged if they don't have freedom in how to do their jobs
- 2. Trust employees to make decisions

Conclusion: _____
