



Leading with Trust:

Let go of micromanaging
to foster growth in your team

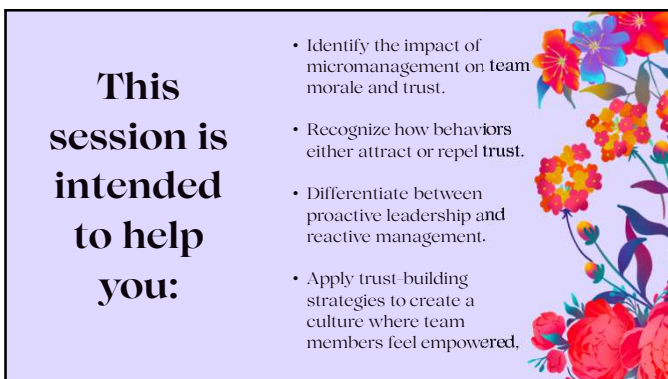
Christina Fecio Consulting | www.christinafecio.com



About Me

Christina Fecio
Consultant | Speaker | Strategist

Word cloud terms: kindness, confidence, trust, joy, warmth, optimism, authenticity, competence, engagement, resilience, collaboration, etc.




This session is intended to help you:

- Identify the impact of micromanagement on team morale and trust.
- Recognize how behaviors either attract or repel trust.
- Differentiate between proactive leadership and reactive management.
- Apply trust-building strategies to create a culture where team members feel empowered.

You can count on me to:

- Keep it real.
- Plant some seeds.
- Share practical, actionable strategies.




**Micromanagement wears
3 common disguises**

1	2	3
Staying Informed	Being "Hands-On"	Quality Assurance

Behavior either *attracts* or *repels* trust.



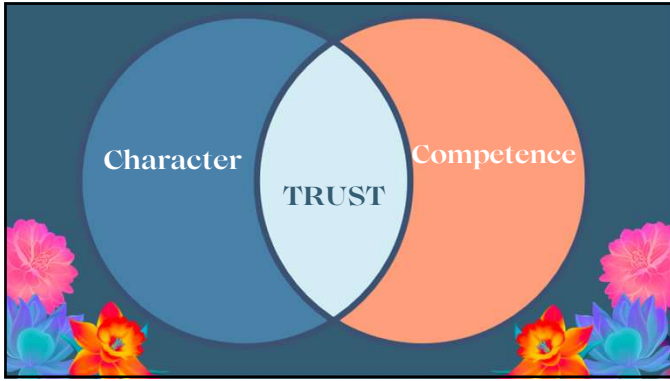
		Reactive				Proactive			
Focus:	Day-to-day	Focus:	Long term						
Time:	Fighting fires	Time:	Action plans						
Style:	Managing	Style:	Coaching & mentoring						
[exhaustion]						[stability]			

What does high-trust culture look like?

		
Ownership mentality.	Psychological safety.	Positive energy.

**“When we tell people to do their jobs, we get workers.
When we trust people to get their job done, we get leaders.”**
-Simon Sinek





13 behaviors that attract trust, per Covey:

 <ul style="list-style-type: none"> • Talk straight • Demonstrate respect • Create transparency • Right wrongs • Show loyalty 	 <ul style="list-style-type: none"> • Deliver results • Get better • Confront reality • Clarify expectations • Practice accountability 	 <ul style="list-style-type: none"> • Listen first • Keep commitments • Extend trust
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Talk
straight.

- Clear is kind.
- Be honest.
- Demonstrate integrity.
- Don't "spin" or manipulate the truth.

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Demonstrate respect.



- Care deeply.
- Prioritize equity and dignity.
- The “little things” are the big things.

Create transparency.



- Keep it real.
- Be open and vulnerable.
- No hidden agendas.

Right wrongs.




- Be humble.
- Apologize *and* make amends.
- Accept apologies from others.



Show loyalty.

- Give credit to others.
- Respect confidentiality.
- Avoid gossip.



Deliver results.

- Make realistic commitments.
- Do what you say you will do.



Get better.

- Invest in your own development.
- Accept feedback.
- Act on the feedback you receive.

Confront reality.




- Keep it real.
- Address the elephants in the room.
- Lead with courage.

Clarify expectations.



- Prioritize shared values.
- Establish shared agreements.
- Ask clarifying questions.

Practice accountability.



- Practice what you preach.
- Take ownership of questions.
- Admit mistakes.

Listen first.




- Listen to understand, not to respond.
- Assume positive intent.
- Practice active listening.

Keep commitments.



- Do what you say you will do.
- Communicate frequently and honestly.

Extend trust.



- Assume positive intent.
- Take appropriate risks.

Practical Priorities



- Care deeply.
- Assume positive intent.



- Keep it real.
- Do what you say you will do.








Be a “warm demander.”

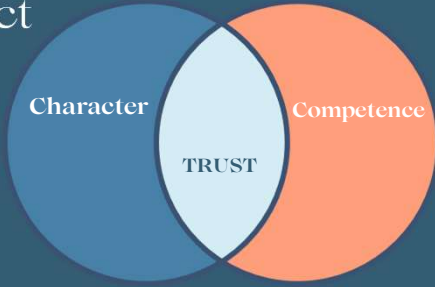
“...expect a great deal from people, convince them of their brilliance, and help them reach their potential.”

A warm demander:

- builds rapport
- expresses warmth
- shows personal regard
- is very competent
- holds high standards
- offers scaffolding
- encourages productive struggle



A warm demander
is a perfect
blend.



 "When we trust
people to get
their job done,
we get leaders."

Children deserve
leaders —
and so do you!


A business card for Christina Fecio. The card features a vibrant floral background with various colorful flowers. On the left, there is a smartphone displaying the card's contact information: 'Christina Fecio' and '716-510-7710'. On the right, there is a QR code. At the bottom right of the card, the text reads 'Christina Fecio Consulting | www.christinafecio.com'.
