

REVOLUTION 360™

“Leaders can no longer trust in power...instead, they rely on the power of trust.” –Charles Green

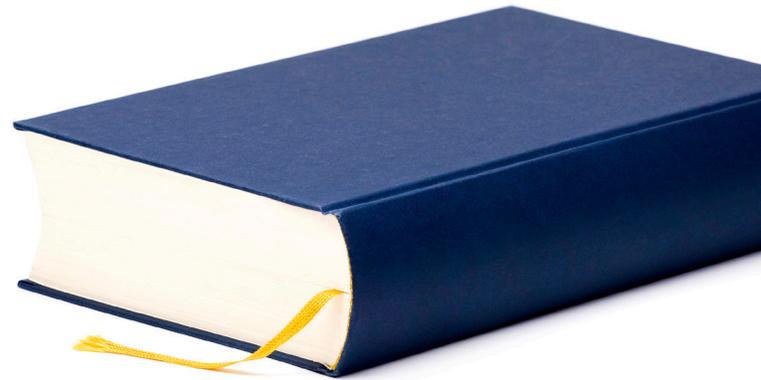
Trust is at the heart of employee engagement, productivity, creativity and sustainable business as a whole. When employees feel they can trust their organization and their leaders, it’s easier for them to also feel aligned to the company’s mission, its products and their work.

Building and maintaining trust starts with leaders. Leaders who aren’t trusted can’t align their people to their organization and, in turn, can’t foster change and drive positive results.

“...The transformational leader arouses heightened awareness and interests in the group or organization...and moves followers gradually from concerns for existence to concerns for achievement and growth...in short, transformational leaders develop their followers to the point where followers are able to take on leadership roles and perform beyond established standards or goals...” –Yammarino, 1994

Work Effects partners with organizations to explore how their leaders are leveraging trust and how they can address gaps in order to positively affect organizational culture and the people in their units, ultimately, driving results.

Our Revolution 360™ survey is based on the 4R model developed by Mark McCloskey, PhD.



The 4R model states that successful, trusted leaders know how to manage these four key areas of their positions:

1. Relationships

2. Roles

3. Responsibilities

4. Results

Based on these four factors, the Revolution 360™ model measures the five BASIC™ virtues of trusted leaders, including aligned emotions and intellectual flexibility.

By analyzing how leaders in our clients’ organizations are leveraging these virtues—or not leveraging them—Work Effects can help organizations transform their leaders, their cultures, their people and their results. We lead surveys and the creation of action plans for addressing the results of the data, as well as provide detailed feedback throughout the transformation process.

To learn more about Work Effects’ Revolution 360™ model, [visit our website](#), [email us](#) or call us at 612.333.4272.

