Do these situations sound familiar? Let's face it, straight, honest, no-nonsense communication in organizations today is more rare than common. Whether it’s fear of reprisal, natural timidity, or not wanting to hurt someone’s feelings, many of us avoid telling the truth when the truth needs to be told. The same applies to many of those who work for us.

The cost of such reticence can be high. If managers can’t get honest feedback from their employees, they, like the emperor in the fable of the “Emperor’s New Clothes,” could make poor decisions. If employees can’t get honest feedback from their managers, they don’t improve, and their poor performance not only costs the organization money, but can also demoralize those who work with them.

This seminar, developed by Corporate Culture Strategies, is based on the book, ABSOLUTE HONESTY: Building a Corporate Culture That Values Straight Talk and Rewards Integrity, by Larry Johnson and Bob Phillips. It will show you how to establish a standard of communication in your team that encourages open discussions and healthy debate, tells the truth, doesn’t mince words, and, most of all, is guided by a moral and ethical sense of right and wrong.
PROGRAM BENEFITS
You and your colleagues will gain a clear understanding of the Six Laws of Absolute Honesty that, when followed, will create a work environment where straight talk reigns and integrity permeates every transaction. You will be able to identify why Absolute Honesty is critical to your company’s success, and why it is easier to talk about than it is to do.

HONESTY QUIZ
You will have the opportunity to test your own HQ (Honesty Quotient) as well your organization’s HQ.

YOU WILL WALK AWAY WITH PRACTICAL TOOLS FOR:
• Communicating in a straight, honest manner
• Encouraging others to be honest and open with you
• Eliminating the “Kumbaya” syndrome so people will speak their minds openly and honestly without fear of retribution
• Getting chronic whiners to stop moaning and do something positive
• Teaching the techniques of Straight Talk to others
• Applying the Six Laws of Absolute Honesty that will build the trust level of your team and reduce the amount of dysfunctional dynamics that consume everyone’s energy

THE SIX LAWS OF ABSOLUTE HONESTY

Law #1: Tell the Truth — The worst truth always beats the best lie, but telling the truth can sometimes be frightening. You’ll learn how to overcome the Eight Major Fears that keep us from being honest when honesty is called for.

Law #2: Tackle the Problem — M. Scott Peck, author of The Road Less Traveled, said that we only solve life’s problems by solving them. You will learn how to use Constructive Confrontation, a technique that goes beyond traditional conflict management, to resolve tough problems and handle difficult conversations.

Law #3: Disagree and Commit — Based on a concept used at Intel Corporation and other successful firms, this law gives you a tool for dealing with whining, moan-festing, ‘lipotaging’, and other forms of passive-aggressive, quasi-demonic behavior. You’ll discover ways to disagree with your boss and others in a positive manner, and how to get people to follow through on team and company goals.

Law #4: Welcome Honesty — It is human nature to become defensive when we feel attacked. When we react defensively to receiving feedback or hearing unwelcome news, communication becomes distorted and the truth never sees the light of day. You will learn how to manage the nine basic human defense mechanisms that can discourage people from leveling with you.

Law #5: Reward the Messenger — Killing the messengers (figuratively speaking) who bring you bad news will only ensure that you never hear bad news until it’s too late. We will explore some subtle, and not so subtle, ways that we kill messengers and how to replace inadvertent messenger slayings with intentional messenger celebrations. You will learn to avoid the seven disconfirming messages that push others away and discourage them from telling you the truth. You’ll also learn how to apply a manager’s code of conduct that builds a culture where honesty can flourish.

Law #6: Build a Platform of Integrity — Whatever your position or job, you can influence the honesty and openness of others. It’s how you treat your peers, coworkers, friends, neighbors etc. that really counts. When you base your behavior on a clear and consistent set of worthwhile principles, others will trust you and follow you. We call these principles your ‘Platform of Integrity’. You will learn how to create a ‘Platform of Integrity’ for yourself and for your organization that includes the Five Universal Tenets of Ethical behavior and a strategic plan for implementation.
“Everyone from top management, first-line supervisors, and staff personnel can benefit from the tools that Larry Johnson and Bob Phillips provide to create high integrity, honest corporate cultures. The models they develop ‘jump out’ of the pages and provide great examples of behaviors that will result in building an atmosphere of trust.”

— George J. Obst, Chairman/Chief Executive Office, Dental Services Group
(one of the largest privately held consortiums of dental laboratories in the world)

“The timing couldn’t be better! **ABSOLUTE HONESTY** is the road map to a culture of corporate integrity. Thanks for reminding us how easy it is to have integrity.”

— Nancy Veno, Human Resource Director, DuPont

“**ABSOLUTE HONESTY** makes timeless principles timely, affirming what most of us already know: integrity, honesty, and consistency are the foundations of communication. But Johnson and Phillips’ work goes beyond principles to actions. Their *Six Absolute Honesty Laws* offer specific guidelines to follow and actions to take to ensure a candid and truthful culture.”

— Dave Ulrich, Professor of Business, University of Michigan; named #1 Management Educator and Guru by Business Week; author of more than ten books, including *The HR Scorecard* and *Human Resource Champions*

“Absolute Honesty provides the tools for organizations to support and encourage people of candor and courage.”

— Michael Bigelow, CFO, Waggener Edstrom, Inc.

“Johnson & Phillips will show you how to create a culture where no one fears telling the truth. They provide guidelines for frontline staff that explain how to speak up and express themselves openly and honestly without disrespect or disloyalty. It is the kind of culture that has helped Harley-Davidson become the great success it is today.”

— Steve Phillips, Vice President of Quality, Reliability & Technical Service
Harley-Davidson Motor Company
PROGRAM OPTIONS

STRAIGHT TALK, THE SEMINAR, is designed to be presented in a one- or two-day format. It’s a highly interactive session in which the participants will have a chance to discuss and practice the Six Laws of Absolute Honesty. They will leave the program with a true understanding of what it means to apply straight talk, and the tools to do it effectively. These sessions are ideally presented to groups of 30 participants or less at your location.

FACILITATION OPTIONS

Here are some possible arrangements for making Absolute Honesty training available to everyone in your organization. Of course, we are very willing to work with you to design a plan that works best for your organization.

#1 You license the program and provide the facilitators. Corporate Culture Strategies (CCS) conducts a train-the-facilitator program to teach your staff how to present and facilitate the seminar and to certify them to do so. You pay a licensing fee and then purchase facilitator and participant materials from CCS.

#2 We provide the facilitators. CCS provides a certified facilitator for the sessions. You purchase the participant materials from CCS and pay the speaking fees, travel and expenses for the CCS facilitator(s).

#3 The authors of Absolute Honesty facilitate the sessions. Larry Johnson and/or Bob Phillips facilitate all the sessions. You purchase the participant materials from CCS and pay the speaking fees, travel and expenses for Larry and/or Bob.

CUSTOMIZATION

We will work with you to customize the materials to fit your corporate culture and special needs.

CONSULTING OPTION

From strategy development to process implementation to skills training and success assessment, Larry Johnson and Bob Phillips are available to assist your creation of a corporate culture of Absolute Honesty and Straight Talk.

CONTACT INFORMATION

MAIL
Corporate Culture Strategies LLC
19581 Simpson Avenue
Bend, OR 97702

TELEPHONE
(541) 617-8922

eMAIL
Info@AbsoluteHonesty.com
Larry@AbsoluteHonesty.com
Bob@AbsoluteHonesty.com