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Culture of Trust  
GILBERT W. FAIRHOLM

# Leadership and the Culture of Trust

*By Gilbert W. Fairholm*

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## Leadership and the Culture of Trust By Gilbert W. Fairholm

Leadership is not something one does alone. It is an expression of collective, community action--unified action of leaders and followers who trust enough to jointly achieve mutual goals. The task of creating a culture conducive to interactive trust is perhaps the preeminent leadership task. This practical guide identifies the key elements leaders need to manipulate to create such a trust culture in any work environment. By learning to shape culture to meet changing needs--by learning to be continually responsive to the organization's vision as well as to the needs of a changing follower core--the leader can create the situation necessary for any successful organization, one where followers can trust others and feel free to work together to gain mutually desired goals.

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"Drawing on both current and classic research, the author makes both a rational and an inspirational case for leading organizations using this new model of trust, and he provides practical guidelines for implementing the needed changes. Excellent bibliography and thorough index."-Choice

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### **About the Author**

GILBERT W. FAIRHOLM is Associate Professor of Public Administration at Virginia Commonwealth University. He is the author of *Values Leadership* (Praeger, 1991) and *Organizational Power Politics* (Praeger, 1993), a Choice Outstanding Academic Book.

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