Is Trust the New Core of Leadership: Review and Implication

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Abstract

In today’s changing world command and control leadership is becoming less relevant. The success of any leader in business environment depends on ability to get the desired result from all the stakeholders over whom they have no control. Ethical behavior in general helps in building good relation with one’s significant others. Trust, one of the ethical construct is more important to all the relationships. In the new business world leaders need to be skilled in the art and science of trust. Leaders need to rely on the ethical principles of trust.

Trust is an important component of ethical behavior of leaders. It is subjective and understood differently by different people. In business environment trust is a bonding between people and organizations. Success and survival of employee and corporate rely on the foundation of trust. In absence of trust there can be no consistent and productive business. Success depends on network of positive relationships. And positive relationship can be fostered by high level of trust both cognitive and affective. Therefore it should be encouraged and treated as measurement of leadership performance for the purpose of employee appraisal.

It is important to understand trust at the high level so that effective policies can be created so as to maximize co operation in the organization and thereby leading to high performance. This study aims to analyze ethical behavior of leaders and find out co relation with performance of the team.
Specifically this investigation can lead to exploration of methods of trust development as a process to increase ethical communication. This trust study was part of the larger Research for Ethical leadership in a project.

**Keywords:** Ethics, Performance, Leadership, Trust, Communication.

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