

**T**here exists a tryst with trust and leadership. Trust, as a trait of character, is a sine qua non for creating committed followership. Unless there is a union between the leader and follower, no task can be accomplished. A leader is expected to instill trust in his or her followers about the vision that must be pursued.

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The relationship between leader and follower must remain transparent, not selective or surreptitious. A leader seeking genuine followership cannot indulge in choices divorced from principled and ethical behaviour.

Colleagues carefully observe their supervisors' behaviour to see that there is no dichotomy between word and deed. If a gap emerges, the first casualty is trust. Leaders whose credentials remain above board usually earn complete trust; those who indulge in indiscretions rarely recover.

Teams and colleagues follow directives only when they trust the leader's abilities. If leaders appear indecisive or tentative, commands lose weight and followers hesitate to act. Such leadership is more common in politics; in business, hesitation is perilous.

A trusted leader's word ought to carry the permanence of stone, unless revoked or revised. If a directive falls outside acceptable standards, it is liable to be rejected. Trust binds leader and follower; its absence leaves both distant and disjointed.

The cliché "leaders must walk the talk" is apt. Where divergence arises due to changing conditions, followers may accept it. But if driven by expediency or vested interest, it is rejected. Trust, like distrust, is contagious: one act of intransigence can erode it across an organisation.

Belonging and loyalty must precede betrayal. Without initial commitment, there is no room for deception. Leaders and followers alike suffer from indiscretions, whether on the shop floor or beyond. William Blake reminds us: "A truth that's told with bad intent beats all the lies you can invent."

Reluctance or hesitation in decision-making breeds distrust. While it is unwise to trust blindly, it is equally corrosive to trust no one. Tennessee Williams cautioned: "We have to distrust each other. It is our only defence against betrayal."

Self-trust is the first secret of success. Integrity, competence, engagement, and willingness to collaborate are the cornerstones of trust in leadership. Leaders who secure trust create stability, consistency, and reliability, which in turn elevate productivity.

An organisation's culture determines the quality of trust leadership engenders. Where trust is embedded as a core value, people seamlessly alternate between roles of leader and follower. Behaviour and deed reveal whether trust truly underpins culture.

Leadership free of conflicts of interest ensures trust is nurtured out of necessity, not expediency. As Lincoln observed: "I am not bound to win, but I am bound to be true. I am not bound to succeed, but I am bound to live by the light I have." Leadership must remain conscious and focused on creating an environment of trust.

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" Importance of Trust in Leadership "

In leadership, trust is pivotal. It unites leader and its team. There should be no personal interest in leadership but transparency.

Team's trust erodes when its leader adopts hypocrisy. A capable leader <sup>an</sup> organization with trust and an incapable one puts the business in danger. A leader must follow his words. One who ~~shows~~ shows deviation or self-pursuit can break the team's trust. An effective leadership is one that nurtures sustainability which leads to prosperity and creates a culture where trust thrives.

Mistakes identified.

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