



DARE TO CARE

SPEAK TRUTH. BUILD TRUST. CREATE CHANGE.

The Hidden Cost of Workplace Communication Breakdown

Your teams are losing productivity, engagement, and talent because of the conversations they're NOT having.

- Toxic workplace dynamics drain focus from core business objectives
- Interpersonal tension creates background noise that affects every interaction
- High performers leave because of poor communication climates
- Management time consumed by "people issues" instead of strategic work
- Decreased psychological safety reduces innovation and risk-taking

The cost of avoided conversations is showing up in your turnover rates, engagement scores, and bottom line.





**Stop!
Before You
Implement
Another
Communication
Training...**

You're about to treat symptoms because you think it's a skills problem, but communication breakdowns won't be fixed with more techniques. This is the reason your teams are struggling instead of thriving.

Most L&D departments think the solution is:

- Stand-alone conflict resolution skills without connection and context
- More communication skills workshops without addressing the humanity
- Better feedback processes without connecting to care and respect

Doing more skills training is not the answer.

The real problem: *Your people don't know how to care AND be direct simultaneously. They think they have to choose between being kind or being honest—so they avoid, attack, or shut down.*





The Thinking Error That's Costing You Talent

Treating communication as a "soft skill" is why your programs aren't working.

Usual approaches teach:

- Scripts and techniques
- One-size-fits-all frameworks
- Avoidance of difficult topics
- Politeness over authenticity

What actually works: *Teaching people to speak truth with compassion—so they can build the psychological safety that drives performance.*



What Your People Are Really Saying

"I want to be able to say the impossible well."

Your people want to:

- Name the elephants in the room without sabotaging their career
- Call out dysfunction in ways that build rather than destroy
- Stop backstabbing, undermining, and toxic workplace politics
- Hold people accountable without becoming the "bad person"
- Lead difficult conversations that resolve issues rather than create more drama
- Sleep better because they're not worried about unresolved team conflicts





The Dare to Care Solution


Proven with over 10,000 employees in a large Asia Pacific institution: Transform your workplace culture through conscious communication.

Your teams will learn to:

- Translate complaints into constructive feedback
- Address performance issues with dignity and respect
- Create psychological safety that drives innovation
- Build trust through authentic, direct communication
- Resolve conflicts before they escalate to HR or management

Successfully implemented across entire organisations—this isn't theory, it's proven practice.





Program Options & Implementation

Flexible Delivery for Corporate Teams:

Option 1: Leadership Cohort

- Live sessions for senior leaders (in person or online)
- Monthly practice groups for reinforcement
- Train-the-trainer component for internal rollout


Option 2: Department-Wide Implementation

- Customised for your specific team dynamics
- Integration with existing L&D programs
- Ongoing coaching and support

Option 3: Organisation-Wide Transformation

- Multi-cohort approach
- Culture change methodology
- Measurement and evaluation framework





ROI You Can Measure

Before Dare to Care:

- High turnover in key positions
- Management time consumed by interpersonal conflicts
- Low engagement scores on psychological safety
- Delayed projects due to team dysfunction

After Dare to Care:

- Reduced turnover and increased retention
- Faster conflict resolution and decision-making
- Improved team performance and innovation
- Higher employee engagement and satisfaction

"The way we communicate changed everything about how we work together." — Corporate Participant





**Ready to
Transform Your
Workplace
Culture?**

Join the organisations that refuse to accept toxic communication as "normal."

Next Steps:

1. Discovery Call - Assess your specific needs and challenges
2. Chart your pathway

Schedule your consultation: hello@syntropic.world

Limited availability - This program is for organisations ready to make real, lasting change.

Questions? Contact us directly for a confidential discussion about your team's needs.





SAY WHAT MATTERS MOST WITH DIGNITY AND RESPECT

Let's explore how we can help your organisation chart a path toward a **thriving, Dare to Care Culture**. Interested in a clarifying conversation? Schedule the initial "get to know what you need" session - email us to book at [**hello@syntropic.world**](mailto:hello@syntropic.world)