The content and feedback were consolidated into a presentation which formed the foundation for defining the new PMP objectives, principles and inputs. The inputs from the interviews and workshops were then consolidated and grouped into common themes, for example Figure 1 demonstrates the themes that surfaced that had a relationship to trust concepts.

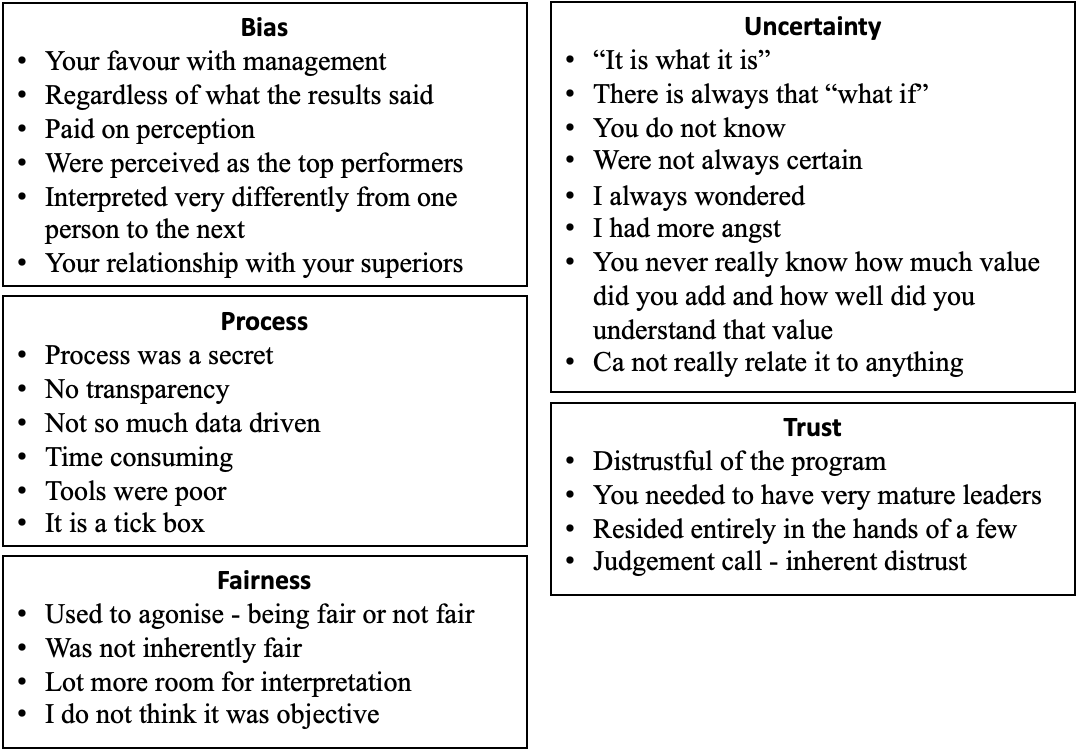


Figure 1: Examples of themes related to trust concepts that surfaced from the interviews and workshops.

The themes were then aligned to key concepts in the trust framework in Table 1 to assist in understanding how themes impacted on each other and to create what I called “key messages”.

Table 1: Relating themes to trust framework concepts

| **Key Concepts** | **Key messages that surfaced from the different themes** |
| --- | --- |
| Trust | Influenced by process transparency, tools, maturity of leadership and location of power. |
| Ontological security | Impacted by uncertainty, “powerlessness”, angst, and inability to contextualise and relate performance to peer performance. |
| Frames | Influenced by perceptions of fairness and bias, relationship with line manager was more important than actual performance and “who you are”. |