

# Rebuilding Foundations: Enhancing Project Outcomes through Trust in IT Teams

Vaijinath Susuruth Narayana Saker

Inrika inc, USA

**\*Corresponding author**

Vaijinath Susuruth Narayana Saker, Inrika inc, USA

**Received:** June 09, 2025; **Accepted:** June 16, 2025; **Published:** June 23, 2025

## ABSTRACT

This white paper examines the multifaceted issues contributing to the erosion of trust within organizational frameworks, focusing on the dynamics between management, staff, and vendors in IT projects. It identifies key factors such as unrealistic expectations, knowledge gaps, and unethical labor practices as primary catalysts for this decline in trust. The paper further explores strategic approaches to mitigate these issues, emphasizing the importance of establishing clear success criteria, enhancing technical acumen among management, ensuring adherence to software development life cycle (SDLC) ceremonies, and promoting compliance with labor laws and work-life balance. Through a comprehensive analysis, it argues that rebuilding trust requires a multifaceted approach involving transparent communication, technical understanding, collaborative planning, and ethical labor practices. The goal is to foster a work environment that not only aligns with organizational objectives but also enhances job satisfaction, employee retention, and project success. This white paper serves as a guide for organizations aiming to cultivate a culture of trust, accountability, and mutual respect among all parties involved in IT projects.

## Introduction

In the intricate web of modern IT projects, trust forms the cornerstone of a successful collaboration between project managers, technical teams, and business analysts. However, a pervasive issue across many organizations is the glaring absence of this fundamental trust, manifesting in various detrimental ways. Project managers, doubting the capabilities or commitment of their teams, often resort to overloading them with work. Conversely, technical teams and business analysts, feeling undervalued and mistrusted, might inflate task completion estimates, leading to reduced productivity and performance. This lack of trust not only disrupts the workflow but also significantly affects the morale and satisfaction of the employees involved.

Compounding this issue is the neglect of crucial Software Development Life Cycle (SDLC) ceremonies. In waterfall environments, business analysts may find themselves rushed through requirement gathering phases, while agile settings might see technical teams deprived of essential sprint planning and retrospective meetings. This deliberate oversight by management, in an attempt to maximize output, disregards

the importance of these ceremonies in providing teams with a platform to express concerns and contribute effectively to project planning. The consequence is not just a decline in the quality and efficiency of work but also an increase in employee turnover, as job satisfaction plummets.

This white paper aims to explore the underlying reasons for the erosion of trust within IT project teams and the consequential impact on project outcomes and employee well-being. It will delve into the dynamics between project managers, technical teams, and business analysts, examining how a lack of trust can derail projects and erode workplace morale. By identifying the root causes and presenting actionable strategies to rebuild trust, this paper seeks to guide organizations towards fostering a more collaborative, productive, and satisfying work environment, thereby enhancing both project success and employee retention.

## Why does Management Lack Trust

### Unrealistic Expectations and Mismanagement of New Hires

Small businesses, in particular, face significant pressure when investing in new staff. The expectations are high, fueled by the considerable expense of recruitment and training. However,

when new employees fail to meet these expectations, whether due to a lack of effort, skill, or engagement, it leads to a profound sense of betrayal within management. This breach of trust is not merely about unmet productivity goals; it's a fundamental mismatch between the anticipated value addition and the actual output. Such scenarios predispose management towards skepticism and micromanagement, creating a cycle of distrust that undermines future relationships with new hires.

### **Knowledge Gap and the Spiral of Panic**

A prevalent source of mistrust stems from a manager's lack of technical knowledge. When project managers or leaders do not possess an in-depth understanding of the technical aspects of the projects they oversee, it can lead to unrealistic expectations and misinterpretation of challenges and solutions. This gap often results in panic during crises, such as when unexpected bugs appear post-deployment, leading to a blame culture instead of a constructive problem-solving approach. The inability to technically evaluate situations and contribute to resolutions exacerbates trust issues, as team members feel undervalued and managers feel insecure about their job security and competence.

### **Ethical Misconduct and Exploitation**

Corruption and unethical practices significantly erode trust within organizations. Some managers, driven by the pressure to deliver more in less time, may resort to exploitative practices, such as requiring team members, often contractors, to work excessive hours without appropriate compensation. This misconduct, facilitated through loopholes by outsourcing to vendors, not only violates labor laws but also fundamentally breaches the trust between employees and management. Such practices reflect a disregard for ethical standards and the well-being of team members, leading to a toxic work environment where trust is a casualty.

### **How should Management find a Solution for this Problem** **Establishing Clear Success Criteria: The Key to Aligning Expectations and Achieving Organizational Goals**

In the intricate landscape of modern business operations, the alignment between organizational objectives and the capabilities of its workforce, including both in-house staff and external vendors, is pivotal for achieving desired outcomes. A strategic approach to fostering this alignment lies in the establishment and communication of well-defined, reasonable success criteria.

The process begins with the meticulous hiring or selection of vendors and staff, underscored by success criteria that are not only attainable but also transparently communicated. Ensuring that all parties involved have a mutual understanding of these benchmarks is crucial. It facilitates a shared vision and sets a clear pathway towards achieving organizational goals. This clarity in expectations serves as a foundation for accountability and fosters a culture of trust and mutual respect, thereby enhancing the potential for success.

Moreover, meeting these predefined criteria becomes a critical determinant for the continuation of relationships with vendors and staff. It establishes a merit-based system where performance directly influences decisions on retention or the need for alternative solutions. However, the assessment of whether these criteria are met must be grounded in fairness and realism.

The organization must commit to providing sufficient time and opportunities for vendors and staff to demonstrate their capabilities and to meet the success criteria effectively.

This approach necessitates that management exercises patience and maintains a supportive environment that enables vendors and staff to showcase their full potential. Rushing to judgments or failing to provide adequate time for performance evaluation can undermine trust and demotivate teams, potentially leading to missed opportunities and unjust conclusions.

### **Enhancing Project Success through Technical Acumen in Management**

In the realm of IT project management, the integration of technical acumen within leadership roles is not just beneficial; it is imperative for the success of complex projects. This white paper section advocates for a paradigm shift towards prioritizing technical knowledge in management hires, particularly in projects involving intricate systems like Microsoft Dynamics CRM implementations. The necessity for project managers to possess a foundational understanding of the technologies they oversee cannot be overstated. Such knowledge enables leaders to navigate the project landscape effectively, fostering a culture of accountability and informed decision-making.

The argument for technical literacy in management extends beyond mere familiarity with industry jargon. A project manager with a grasp of essential technical concepts—such as the functionalities of APIs, batch processes, databases, data warehouses, and data marts—can significantly enhance project outcomes. This high-level understanding equips managers to anticipate challenges, streamline communication between technical and non-technical teams, and contribute valuable insights during the planning and execution phases.

Moreover, technical knowledge empowers managers to assume responsibility rather than default to assigning blame when issues arise. This approach not only cultivates a positive team environment but also encourages a problem-solving culture that is critical for navigating the complexities of IT projects. Managers who can discern the nuances of technological processes are better positioned to identify the root causes of problems and to initiate constructive dialogues that lead to effective solutions.

### **Fostering Trust and Collaboration through Effective SDLC Ceremonies**

In the dynamic world of software development, the adherence to structured Software Development Life Cycle (SDLC) ceremonies plays a pivotal role in bridging the gap between management expectations and technical team capabilities. These ceremonies, inherent to both waterfall and agile methodologies, serve as the backbone for effective communication, planning, and execution of projects. By institutionalizing processes such as requirements gathering, sprint planning, backlog refinement, and retrospective meetings, organizations can significantly enhance trust and mutual understanding between management and technical teams.

Requirements gathering sessions are essential for ensuring that IT Business Analysts have a clear and comprehensive understanding of project needs, directly influencing the project's

success. Similarly, allowing technical team members to actively participate in sprint planning and backlog refinement empowers them to contribute their expertise to the project planning process. This empowerment is crucial for accurate task estimation and resource allocation, which are fundamental to achieving project milestones and deliverables.

Moreover, the practice of involving technical teams in the estimation process, rather than imposing tight and potentially unrealistic deadlines, is a testament to the value of collaborative planning. When estimates from technical team members appear inflated, providing an avenue for them to explain and justify their assessments fosters an environment of transparency and respect. Acknowledging the complexity of tasks and the challenges faced during development and testing phases reinforces the trust in their expertise and judgment.

Retrospective meetings further underscore the importance of reflection and continuous improvement, allowing both management and technical teams to celebrate successes, identify areas for improvement, and collaboratively devise strategies to overcome obstacles in future cycles.

By ensuring that these critical SDLC ceremonies are not only present but also effectively executed, management can build a strong foundation of trust. This trust not only elevates project outcomes but also nurtures a culture of accountability, collaboration, and mutual respect. It underscores the principle that successful project delivery is a collective effort, reliant on the unique contributions of each team member and the cohesive integration of their expertise.

### Promoting Sustainable Work Practices: Compliance and Work-Life Balance

In an era where the demarcation between work and personal life is increasingly blurred, adhering to labor laws and promoting a healthy work-life balance have emerged as pivotal for sustaining employee morale and productivity. The expectation for staff and vendors to extend their work beyond the standard 40-hour workweek, while only compensating for the stipulated hours, not only breaches ethical standards but also contravenes labor regulations. Such practices, though aimed at maximizing output in the short term, inadvertently sow seeds of discontent, leading to higher turnover rates and a decline in long-term organizational productivity.

Recognizing the importance of compliance with labor laws is fundamental to fostering a respectful and legally sound working environment. It signals to employees and vendors alike that the organization values their contributions and wellbeing. Moreover, the management's adherence to these laws serves as a testament to its ethical standards and commitment to fair practice.

Equally important is the understanding that prolonged tenure with an organization tends to enhance an employee's efficiency and value. With time, individuals develop a deeper understanding of the organizational culture, processes, and systems, thereby

becoming more adept at navigating challenges and contributing effectively to the organization's goals. Management, by fostering a culture that respects legal work limits and encourages work-life balance, not only complies with legal mandates but also leverages this growing expertise, turning staff and vendors into invaluable assets.

Thus, by prioritizing compliance and the well-being of its workforce, an organization not only safeguards its ethical and legal standing but also sets the stage for sustained success through enhanced productivity and employee loyalty.

### Conclusion

The erosion of trust within organizations, particularly in the context of IT projects, presents a significant barrier to achieving optimal project outcomes and fostering a positive work environment. The insights presented in this white paper highlight the imperative for organizations to adopt a holistic approach to addressing the underlying causes of mistrust. By establishing clear success criteria, imbuing management roles with technical knowledge, adhering to essential SDLC ceremonies, and ensuring compliance with labor laws, organizations can lay the groundwork for a culture of trust and collaboration [1-5].

This approach not only enhances the effectiveness of project execution but also contributes to the overall well-being and satisfaction of staff and vendors. Ultimately, the path to rebuilding trust is paved with transparency, ethical practices, and a commitment to mutual respect and understanding. As organizations navigate the complexities of modern IT projects, embracing these principles will be crucial in cultivating a resilient, productive, and harmonious work environment [6-10].

### References

1. Misztal BA. Trust in Modern Societies: The Search for the Bases of Social Order. Polity Press. 1996.
2. Covey SMR. The Speed of Trust: The One Thing That Changes Everything. Free Press. 2006.
3. Solomon RC, Flores F. Building Trust: In Business, Politics, Relationships, and Life. Oxford University Press. 2001.
4. Benson RJ, Goulet PM, Prusak L. Trust and Partnership: Strategic IT Management for Turbulent Times. Wiley. 2014.
5. Hackman JR. Leading Teams: Setting the Stage for Great Performances. Harvard Business School Press. 2002.
6. Lencioni P. How High-Performing Teams Build Trust. Harvard Business Review. 2023.
7. Project Management Institute. Trust-the key for successful delivery using agile methods. PMI. 2023.
8. Nutcache. 10 Ways to Build Trust with Your Project Teams. 2023.
9. Tactical Project Manager. How To Build Trust in a Project Team. 2023.
10. Buvik MP, Rolfsen M. Linking trust and collaboration in project teams to project management success. Emerald Insight. 2015.