

THURSDAY TRAINING

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d'madd

Digital Maldives for
Adaptation, Decentralization
and Diversification





Navigating New Horizons

The DMADD team carries out monthly workshops named 'ThursdayTraining'. These short trainings aim to facilitate knowledge sharing among its members. The sessions are planned to be conducted on the last Thursday of every month.

The primary objective of these workshops is to enhance mutual understanding and upskilling among team members, ultimately contributing to the achievement of the project's overarching goals. The D'MADD team will share insights related to their work as well as have the chance to impart valuable experiences and life lessons that could benefit the entire team.

This initiative not only promotes professional growth but also strengthens the bonds within the DMADD team, setting a positive tone for collaborations and teamwork.



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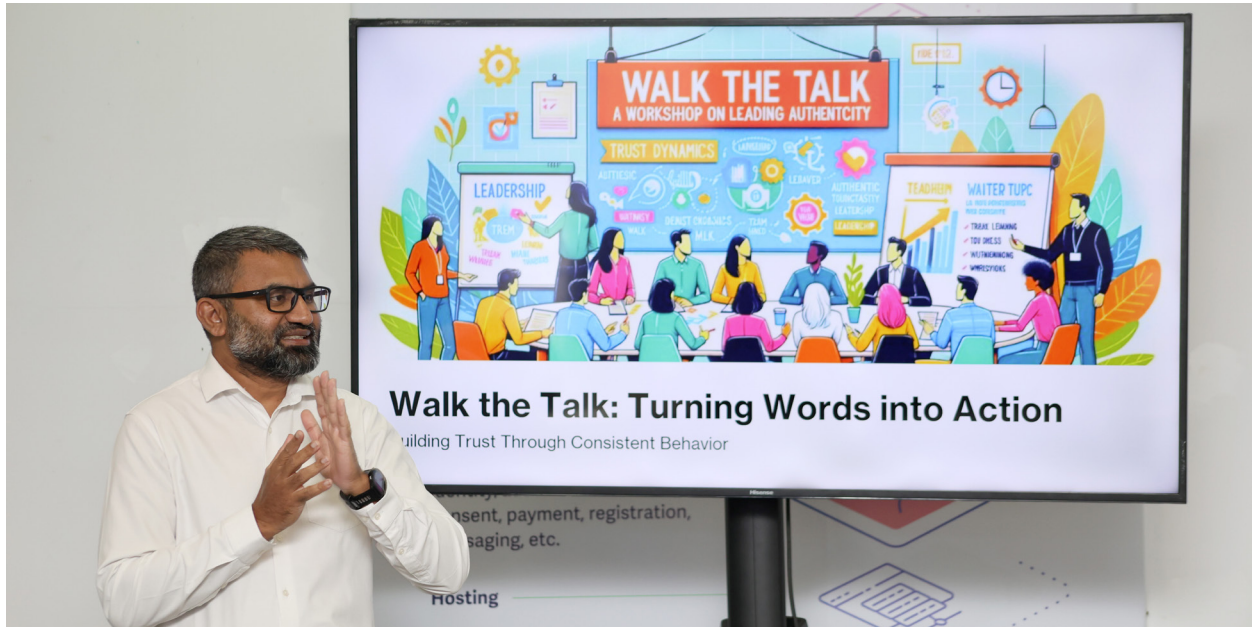
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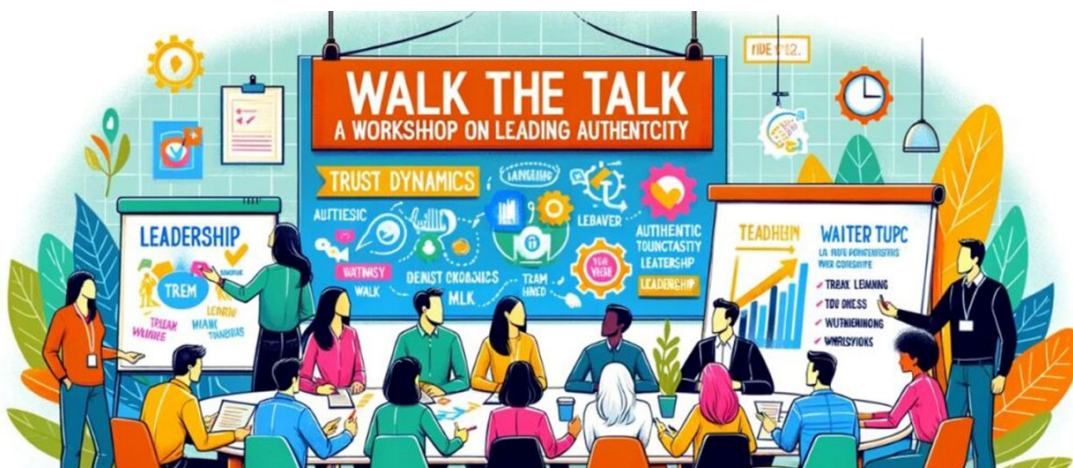
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Walk the Talk: Turning Words into Action

25 December 2025



The “Walk the Talk” training was delivered to project staff to strengthen trust, accountability, and consistency in project delivery. The session emphasized aligning commitments with actions. Participants reflected on how keeping promises, applying rules consistently, admitting mistakes, and following up on commitments directly impacted project timelines and team trust. Real-world project-based examples were used to highlight the gap between words and actions. The training reinforced the role of team members as role models whose daily behaviors shaped project culture. Participants concluded by committing to one practical behavior change to improve project execution and credibility.



Walk the Talk: Turning Words into Action

Building Trust Through Consistent Behavior



What Does "Walk the Talk" Mean?

Actions

Aligning actions with values, policies, and promises

Consistency

Consistency between words and behavior

Culture

Everyday actions shape organizational culture



Why Walking the Talk Matters

Trust = $\frac{\text{Credibility} + \text{Reliability} + \text{Intimacy}}{\text{Self-interest}}$

Credibility

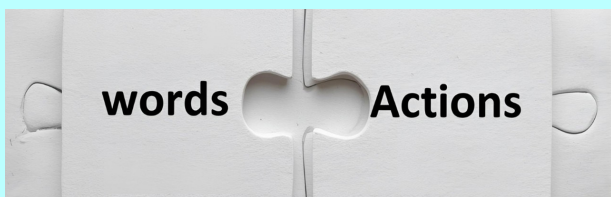
Expertise and competence
Honesty and accuracy
Clear, truthful communication

Reliability

Keeping promises
Consistency over time
Following through on commitments

Intimacy

Respect and empathy
Confidentiality
Genuine care for others



The Gap Between Words and Actions

Example 1

Promoting punctuality but arriving late

Example 2

Talking about teamwork but rewarding individuals only

Example 3

Emphasizing accountability but avoiding tough conversations



How to Walk the Talk Every Day

Keep even small promises

Small promises matter because they signal reliability.

Apply rules fairly and consistently

Trust grows when people see that rules and standards apply to everyone equally, regardless of position or personal relationships.

Admit mistakes openly

Acknowledging mistakes shows honesty, accountability, and maturity.

Follow up on commitments

Following up shows that commitments are taken seriously.



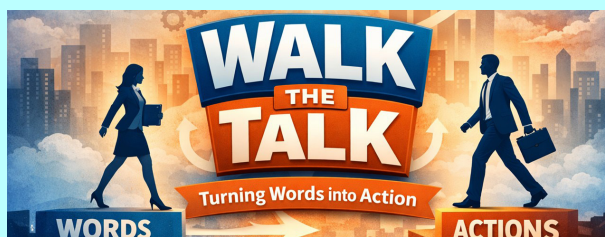
Personal Commitment

Culture changes when individuals change their behaviors

One behavior I will start

One behavior I will improve

One behavior I will stop



Thank you!



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