

Business Partnering: A learning journey

Purpose: To build the foundations of partnering skills which create collaboration and effective solutions across functions and the wider organisation

Objectives:

- To build a partnering culture across leader populations
- To raise self-awareness of personal style when partnering
- To reflect on personal drivers and the impact they have on how we work
- To build flexibility in style to enhance relationships
- To increase understanding of others
- To build strategies for powerful interventions



Pre-work

Understanding partnering in your organisation and self-diagnosis



Action Learning Set 1

Understanding my drivers and communication style



Site Application 1

Application to Site/Business through activity in groups



Action Learning Set 2

Understanding the style of others – Power Sources



Site Application 2

Application to Site/Business through activity in groups



Action Learning Set 3

Powerful partnering



Site Application 3

Application to Site/Business through activity in groups



Action Learning Set 4

Review, next steps and close



*Partnering is defined as:
Working collaboratively with partners to accomplish organisational goals through our technical knowhow, Judgment and Stakeholder management*



Way of working:

- ✓ Digestible bite size chunks
- ✓ Time for reflection
- ✓ Embedding after each element of the programme to real life
- ✓ Activities to do with colleagues in between sessions
- ✓ Connections with senior leadership through a video/activity
- ✓ Looking through the lens of a particular part of a business
- ✓ Building a network as the programme progresses

Maximum 12 people per programme