



Building Effective Partnerships

WORKSHOP

Never has so much been asked of employees.

Employees with effective partnering skills represent a significant level of value creation in an organization. But staff can only partner effectively when they have the skills to interact across culture, geography and function.

TRACOM Does It Best:

The Building Effective Partnerships workshop has proven itself with outstanding reviews from participants and making a real impact in organizations. As one participant stated, "The workshop helped me understand that my perceptions of myself were not aligned with how my business partners saw me. I now realize that I must be open to actual feelings and needs of others if I want to improve relationships with my business partners."

In a business world of non-stop change, innovation and globalization, companies have come to realize the importance of developing effective partnering skills among leaders and staff. Partnering skills are critical for getting things done and creating value in companies, especially those with matrix organization structures. At the foundation of effective partnering is dialogue. The most successful companies create an environment that fosters dialogue and builds trust.

The TRACOM Group helps companies worldwide improve organizational, team and individual performance including Accenture, Baxter, ConocoPhillips, Dow, Lockheed Martin, McGraw-Hill, Medtronic, and Starwood Hotels.

Benefits of the Building Effective Partnerships workshop:

- Defining and determining distinctions of business relationships
- Learning how different types of networks aid business relationships
- Understanding your behavioral tendencies as well as those of your business partners to create effective relationships
- Learning a model and skills for promoting the extent and quality of successful business partnerships
- Developing a plan for creating value in conversations at work



How the Workshop is Designed

The workshop is designed to teach and practice skills for building effective partnerships and plan for application back on the job. The skills taught will help participants deal with a wide variety of business partnership issues including defining requirements and delivering work projects, communicating and getting buy-in to business plans, and mediating between local needs versus corporate-mandated requirements. An underlying framework of the workshop is meeting the needs of the business while maintaining the relationship between individuals and groups.

Audience

Managers and Staff Working Cross-Functionally

Length

One to Two Days

Assessments Recommended

SOCIAL STYLE Assessment

Agenda

Kickoff

SOCIAL STYLE Model™ and Versatility

Business Relationships Defined

Network Mapping

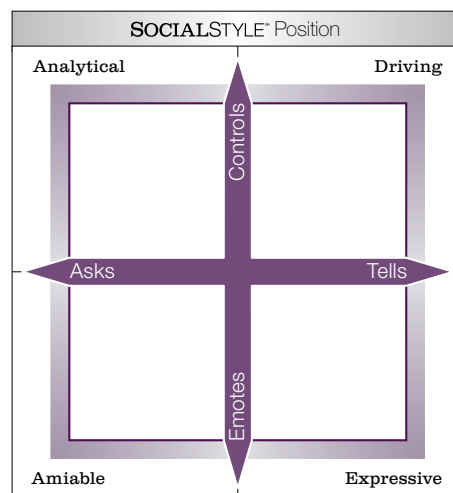
Model and Skills for Business Relationships

Conversations that Create Value

Wrap-up & Evaluation

SOCIAL STYLE Model

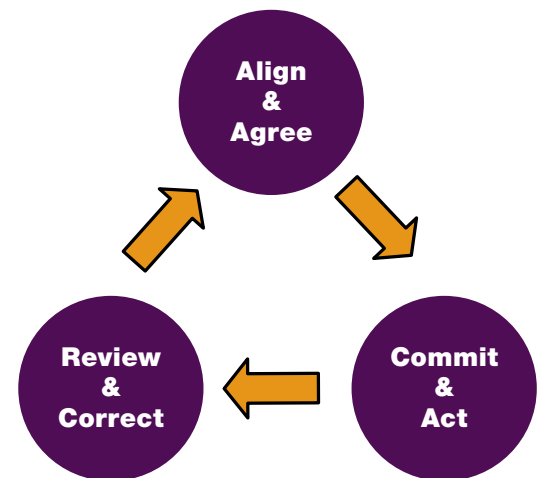
A key component of the model is Versatility, a person's ability to work effectively with others in a multitude of situations. Applying the SOCIAL STYLE Model and Versatility is important when building effective partnerships.



Dialogue

Conversations are a core element of our day-to-day work and yet we rarely design them specifically to create value or lower costs. Effective dialogue includes:

- Listening for similarities
- Identifying common interests
- Creating agreements
- Committing resources



As Ram Charan stated in *Conquering a Culture of Indecision* "The quality of the dialogue determines how people gather and process information, how they make decisions, and how they feel about one another and the outcome of these decisions."

When dialogue is effective, business partnerships thrive and value is created for the organization.

For More Information:

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