

## What is it?

A series of highly effective tailored modules designed to transform a technical business relationship into impactful business partnering.

Using a confidential online Values Survey, we capture the perceptions of and work closely with both sides of the partnering relationship to build awareness of the values and beliefs impacting behaviours and results. We focus on specifically identifying what will deliver the key behavioral shifts on both sides of the relationship, to enable the step up from technical function to business partnering within your organisation.

## Who is it for?

Finance, IT and HR functions, wishing to raise their technical function relationships to a new level of impactful business partnering.

## Content Covered

- Set-up, administration, and analysis of confidential online Values Survey from both sides of the partnering relationship
- An exploration of the intrinsic link between results, activities, beliefs and behaviors which are shaped by individual and collective values
- Feedback of Values Survey results from both perspectives of the relationship, exploring and understanding where the relationship is now, where they want to be and what's in the way
- Insight into the key behavioral shifts required to transform to a partnering relationship using powerful techniques for identifying and tackling any perceived potential blocks
- Identification and commitment to the key actions that will unlock the cultural shift to partnering
- Follow-up Values survey to measure and understand progress along the Journey to Partnering

## Learning Outcomes

At the end of the session participants will:

- Understand the intrinsic link between results, activities, behaviors, beliefs and values
- Have gained clarity, insight and understanding of where the partnering relationship is now, where they want to be and have begun the practical steps to making it happen

## How it is delivered

### With your organisation

- An initial one to two day event supported by a confidential online Values Survey completed at least one month before the event.
- Further sessions are tailored to support your organisation in its journey of transformation. (Typically 2 - 4 one day workshops over a 4 - 6 month period and follow-up survey)



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