

# Building Spectacular Partnerships

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## What is Building Spectacular Partnerships?

**T**echnology has changed the face of business relationships. Geographic barriers have dissolved into instant access and remote interconnectedness between groups. Groups separated by geography, cultures, or business practices need to work together seamlessly. They need to understand the fears, values, assumptions, and beliefs that define their culture and drive communication and teamwork.

The Building Spectacular Partnerships Seminar provides a process for groups to gain shared understanding. The process is objective and allows people to express themselves honestly and openly, even regarding issues fraught with historical or anticipated conflict.

When fears and assumptions are explored in an objective setting that transcends blame and focuses on the best possible solution, the rewards can be immeasurable. People begin looking for ways to be creative and collaborative. Only after prevailing assumptions are exposed and understood can groups shift from their actual to their soundest working relationship.

## Who Can Benefit?

Any two groups that are challenged to work together cooperatively can benefit. This includes relationships between internal departments and teams, between a company and one of its key suppliers or customers, and between management and labor. Organizations undergoing mergers or acquisitions, downsizings, or outsourcing also can benefit.

## How Is It Done?

The process guides participants in discovering underlying causes for existing or potential problems. The seminar includes a progression of sessions where groups work alone and then jointly to clarify and consolidate views around soundest and actual relationships. Then together,

the groups define strategies for achieving their soundest working relationship.

## Seminar Goals

- Gain a better understanding of how each group operates and why; discover similarities and differences, and find ways to resolve the differences.
- Establish the foundation most conducive to mutual trust, respect, and communication.
- Seize immediate opportunities for improved collaboration on current projects and plans.
- Develop concrete action plans to tackle existing communication breakdowns and organization problems, moving the relationship toward a sound way of operating.
- Identify team development needs between groups.

## Expect Results From Building Spectacular Partnerships

- **Critique.** Develop relationships where candid feedback strengthens the quality of solutions.
- **Influence Norms and Standards.** Learn how each group operates, and create new standards for quality results.
- **Establish Trust and Cooperation.** Understand the causes and consequences of low confidence between groups, and develop techniques to build trust and cooperation.
- **Solve Conflicts.** Gain insight into the underlying causes of conflict and eliminate costly win/lose power struggles.

## How Long Does It Take?

The seminar takes place over three consecutive days with all members participating continuously throughout the process. A one-day, eight-hour follow-up takes place after three months.

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