



CULTIVATING NETWORKS & PARTNERSHIPS

LEARNING FORMAT: CLASSROOM

In today's complex business world, leaders need to have the skills to create and maintain strategic networks and partnerships, in order to navigate through that complexity. Meeting critical business objectives requires knowing with whom to network, how to optimize existing network contacts, and how to build and maintain internal and external relationships. It also requires having effective partnerships, and using strategies to help maximize those partnerships to meet mutual goals. In this course, leaders learn to evaluate their current network and take steps to close gaps. They identify personal and organizational barriers that hamper efforts to negotiate, collaborate, and communicate as they build partnerships.

DO YOU FACE ANY OF THESE ISSUES?

- Do your leaders struggle to partner and network beyond formal structures and relationship paths?
- Do the new realities of business—such as globalization or matrix organizations—mean your leaders need to extend their networking and partnership skills across teams, departments, and/or regions?
- Is collaboration hindered by the extensiveness of a leader's network, both within and outside your organization?
- Do your leaders struggle to add reciprocal value and share a value-added point of view to build and sustain a broad network?

PERFORMANCE OBJECTIVES

Helps leaders:

- Navigate complexity in roles and accomplish critical business objectives by using strategic networking and partnership tools and skills.
- Advance the organization's objectives; build effective networks and strong partnerships.
- Evaluate an individual's active networks to close gaps and enhance its strategic value.
- Identify critical checkpoints to plan, execute, monitor, and maintain partnerships.

Primary Competencies Developed:

- Cultivating Partnerships
- Influencing & Strategic Influence

COURSE OVERVIEW

- **Complexity in Your World:** Participants engage in an activity to analyze their current role or business, and the complexity that surrounds it.
- **Four Practices of Strategic Networkers:** Participants learn the four practices that strategic networkers embrace to navigate the complexity in their role: Determine Network Requirements, Expand Key Contacts, Optimize Your Network, and Nurture Your Network.
- **A Deeper Dive into Networking:** Throughout the session, participants engage in activities to: evaluate their existing networks and how they relate to their existing business goals; determine how to expand and strengthen them by practicing their networking skills, as well as evaluating the value they bring; and learn best practices for maintaining their networks over time, and as their roles may change.
- **Partnerships—Seeing the Big Picture:** Participants work together on an activity that drives understanding of why partnerships are important.
- **Four Strategies of Effective Partners:** Participants explore the four strategies that help build and maintain effective partnerships: Expand Your Mindset, Question Assumptions, Be Flexible, and Redefine Boundaries.
- **A Deeper Dive into Partnering:** As participants explore the Partnership Strategies, they discuss stereotypes that negatively impede relationships; explore personal limiters when working with others; explore tools to strategically create and evaluate effective partnerships; and review ways to measure the effectiveness of their partnering skills. They apply what they've learned by creating a plan for a potential partnership opportunity in their current role.
- **Summary and Call to Action:** Participants reflect on their learning and key insights—from both the networking and partnerships portions of the session—and consider what they will stop, start, and continue doing.

COURSE DETAILS

- **Target audience:** Mid-level, operational and senior-level leaders
- **State-fundable:** Yes (some positions may be ineligible for state funding)
- **Course length:** 4 hours
- **Facilitator Certification:** Senior-level certified facilitator required
- **Prerequisites:** None
- **Optimal Group Size:** 8 to 16. 20 maximum.
- **Course Prep:** Yes. 40-50 minutes to complete a self-assessment for networking, begin completing a Network Strategy Tool, and determine a partnership opportunity to develop during the session.
- **Notes:** Suitable for all environments.

RELATED COURSES

- Driving Innovation
- Influencing for Organizational Impact
- Mastering Decision Dynamics
- Mastering Emotional Intelligence
- Operating with a Global Perspective
- Strengthening Partnerships
- Translating Strategy into Results