

STRATEGIC BUSINESS PARTNERING... partnering for real impact.

Do you...

- Focus on work that contributes to achieving business goals?
- Have a clear voice around the value you bring to your HR role?
- Align your work to both HR and business needs?

WHAT IS PARTNERING?



It's knowing...

- how trends and issues shape the role of HR.
- a pragmatic approach to systems thinking and organisation effectiveness basics for HR professionals.
- that your business knowledge better positions you to partner with clients.
- disciplined approaches and tools for real business partnering impact.
- that real influencing happens through what you see and what you know and how you use it to partner for success.

It means...

- addressing opportunities that contribute to the growth and effectiveness of the business.
- using your expertise to think big about the organisation's priorities and goals.
- having and using a set of skills and knowledge that make a difference to the organisation.
- having the confidence and credibility to be heard.
- being a soft place to land so you help people be their best.

THE PARTNERING VALUE PROPOSITION



Business Savvy

Understands the business.
Builds solid relationships with clients.
Demonstrates systems thinking.
Applies a disciplined partnering approach and set of tools.
Coaches with influence.
Uses solid data gathering and feedback processes.
Seeks to improve, not maintain, the status quo.

Partnering



Competencies

Personal Power

Demonstrates initiative and decisiveness.
Listens and responds.
Models self confidence.
Builds partnerships and collaborates with others.
Manages appropriate commitments.
Thinks...
Then acts.

The Learning Design

The Business Partnering Value Proposition	Systems Thinking vs. Whacking Moles
Thinking Externally (And Big) As A Business Partner	Questioning And Listening Skills: Why Asking Good Questions is So Important
The Whole System Role Of HR and Introduction to the Partnering Compass	Task and Process Partnering: Influencing the What and How.
Adding Value As A Business Partner: Understanding what clients need	Recommending Action that Makes a Difference
The Complexity Of Organisations: Introduction To Systems Thinking	So What... How to influence through Presence, Power And Courage
Recognising Where Change is Needed in Organisations	It's How You Use What You Know That Makes the Difference!



Participants receive a registration package that includes selected articles and pre-work to complete prior to the workshop launch. In addition, there are extensive participant materials, application guides and access to on-line tools following the workshop.

CUSTOMISED IN-HOUSE LEARNING

Bring the SBP process in-house and build real home team advantage. We customise the learning process to meet the uniqueness of your organisation. The quality of learning and integration is enhanced when you sponsor an internal community that learns together and collaborates on how to partner, not only within the organisation, but with one another. Send an email to converge@converge-group.com and we will provide you with further information.

...partnering
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**About Converge...aligning people,
process and performance**

Converge is a consulting practise with a reputation for excellence and an ability to handle the most challenging of projects. We excel at applying system thinking and methods for bringing people, process, and performance together to achieve remarkable results. Located in Calgary Alberta Canada, Converge has been supporting clients across Canada, the United States, Europe and Australia and SE Asia for over twenty years.



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