

INFLUENTIAL BUSINESS PARTNERING SKILLS

FOR HR PROFESSIONALS

INFLUENCING AND MANAGING KEY STAKEHOLDERS



INFLUENCE SOLUTIONS

YOUR F.I.R.S.T. LEARNING & DEVELOPMENT PARTNER



INSPIRE IMPACT INFLUENCE

Successful business partnering requires the ability to build relationships, demonstrate integrity, create value and influence business outcomes.

Leveraging on our F.I.R.S.T. framework, we equip executives with the skills to be **F**uture-ready, **I**nnovative, **R**elevant, **S**trategic and **T**rusted partners.

WHO WILL BENEFIT

1. Executives, Managers and Directors in functions such as:
 - Recruitment Administration
 - Talent Management & Learning
 - Performance Management
 - Human Resources
 - Career Planning
 - Organizational Development
2. Executives who desire to break out of the 'support function mindset' and be seen as strategic partners and profitability drivers.
3. Leaders who wish to inspire and forge trusted relationships.



KEY TAKEAWAYS

BY THE END OF THIS COURSE, YOU WILL BE ABLE TO:

1. Adopt a consultative approach to key issues and stakeholders
2. Build and maintain internal relationships to become effective strategic partners
3. Use frameworks, tools and techniques to diagnose issues and co-develop solutions that ensure buy-in of senior management and other stakeholders
4. Boost confidence and capability in achieving desired outcomes
5. Be seen as a trusted advisor to strategic partners and the senior leadership team

"Very well balanced program. Will not only action it across the organization, but influence and propagate it as well."

Eythan Lim
Managing Director, Datwyler (Thelma) Cables & Systems



PROGRAM OVERVIEW

This program is designed to deliver a dive into the crucial skills needed to enable business partners to drive business performance.

This holistic journey enables participants to work with and influence senior leadership and other relevant partners. It empowers them with the skills required to articulate goals clearly, link them to visible behaviours (KBIs) and visible performance outcomes.

During the program, participants experience what it takes to be a trusted advisor, achieve ROI (Return on Investment) on solutions and take their current business partnering skills to the next level.

FOCUS ON 3 KEY PILLARS:

1. STRATEGIC MINDSET

Understand one's current mindset and learn how to shift perspectives, being seen as a workplace architect.

Recognised as a trusted advisor who plays a key role in strengthening the strategic direction of the organisation.

2. STAKEHOLDER MANAGEMENT

Understand the priorities of various stakeholders and gain the credibility to collaborate effectively with them.

3. INFLUENCING SKILLS

Accelerate the process of influence with stakeholders and acquire the versatility to increase buy-in from various decision-makers.

PROGRAM AGENDA

ONE DAY PROGRAM

LAYING THE FOUNDATION

- Establishing expectations and desired results
- Clarifying my role, organisational goals and personal aims
- What's in it for you - Being a strategic partner

STRATEGIC MINDSET

- What does it mean to be Strategic?
- Strategic vs Tactical
- The results-based approach
- Focusing on outcomes

STAKEHOLDER MANAGEMENT

- Stakeholder mapping: Identification and prioritising requirements
- Managing stakeholder needs, wants and expectations
- Customising the approach for different stakeholders

INFLUENCING SKILLS AND EXECUTIVE PRESENCE

- The 2 pillars of influence
- Revealing your default influencing style (results of online profiling system)
- The 4-step process to exerting influence so that you can affect key decisions and actions taken
- Influential conversations that help to obtain buy-in more effectively with more senior executives.

MAKING IT REAL

- Converting realisations into action plans
- The Learning Circle

OUR FRAMEWORK HELPS PEOPLE & ORGANISATIONS TO ACHIEVE VISIBLE RESULTS

1. **SUPPORT TO SUSTAIN THE DESIRED TRANSFORMATION.** The best of programmes often fail to achieve sustainable results since the push and pull of daily life overwhelms participants. We help to sustain the transformation by providing long-term, continual support and reinforcement through:

- a. Pre-work and reflection before the workshop that help people plan their learning.
- b. Reflection Reminders sent to every participant 4-6 weeks after the workshop.
- c. Learning Journey Buddy arrangements
- d. Letters to self
- e. Follow-up one-to-one coaching, if required.

These inspire people to stay focused on achieving personal and organisational goals.

2. **EMPOWER INDIVIDUALS TO EMBRACE LEARNING.** Our solutions are based on the belief that all human beings are born creative, intuitive and intelligent. We help people to realise that true mastery lies in exploring viewpoints beyond their own, and the continual application of learning.

3. **ALIGNMENT OF PERSONAL AND ORGANISATIONAL GOALS.** People become invested in the success of a program when they understand it is about their personal and professional success.

4. **SHOWCASING VALUE.** People take action only when they fully appreciate the value of doing so. Our programs highlight and demonstrate the practical benefits of the topic.

5. **THEORIES INTO ACTION.** No matter how powerful a theory, it delivers little value unless people are able to convert it into **simple, repetitive** and **visible** actions that help them to achieve the desired results.

6. **HIGH APPLICATION TO THEORY RATIO.** Our programmes are highly experiential, with a 30-70 knowledge-application ratio. We employ a blend of training and coaching to ensure every participant gains:

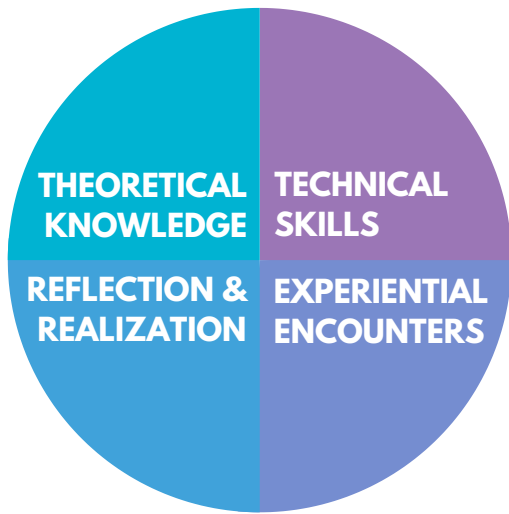
- a. CLARITY - In understanding and applying the key concepts
- b. CONFIDENCE - In implementing these concepts and ideas
- c. COMMITMENT TO ACT - Leaving with a clear, personally chosen action plan

This ensures participants leave every workshop with a simple and well-defined action plan, which they can use naturally and effortlessly.

7. **FLEXIBLE FORMATS.** To ensure optimal learning and the least work-disruptive experience, our programmes can be delivered in a variety of formats - from 2-day masterclasses, to one or half-day workshops, 60-minute keynotes, or a customised blend of face-to-face and online learning.

OUR ACTION-BASED LEARNING METHODOLOGY

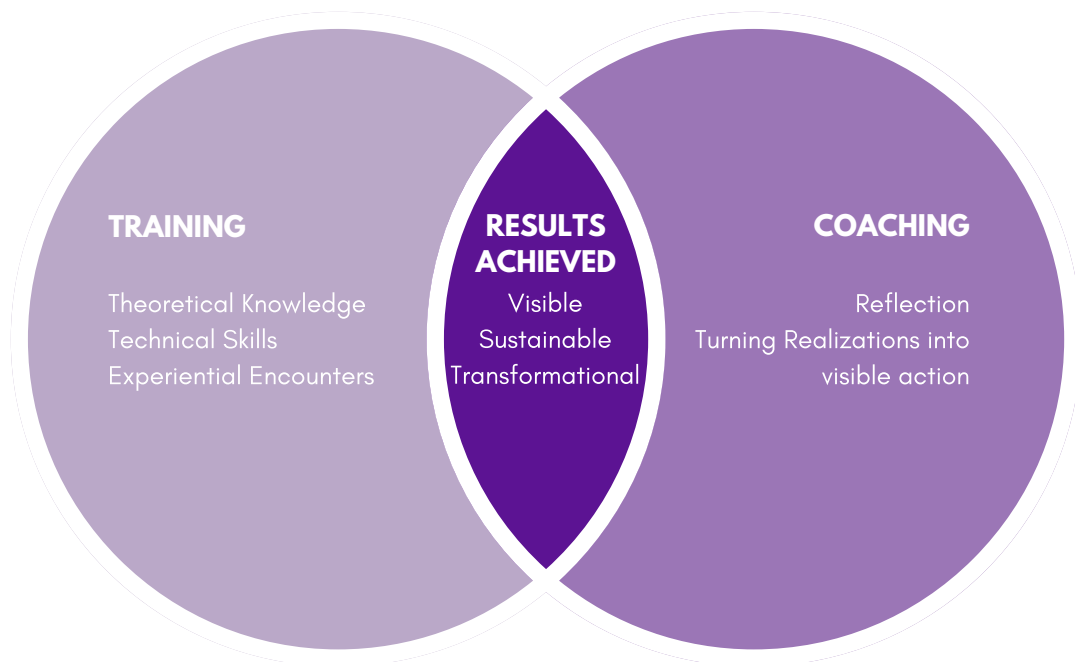
The foundation of all our programmes is a unique Action-based Learning Methodology designed to produce lasting, personal, relevant, and actionable realisations.



The Action-based Learning Methodology has four distinct modes of knowledge production: theoretical knowledge, technical skills, experiential encounters, and reflection and realisation.

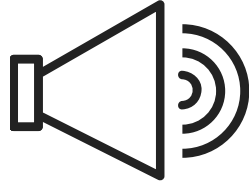
The use of these multiple methods to engage and challenge participants generates the buy-in, commitment, and connection needed to ensure sustainable transformation, and thus, the increase in profitability and productivity.

OUR ACTION-BASED LEARNING METHODOLOGY



Our unique action-based methodology enables participants, not just to expand their horizons by seeing other concepts, but also to identify Simple-Repetitive-Visible actions, which they can use to implement the concepts, at work and in their personal lives.

ENABLING YOU TO ACHIEVE WINNING OUTCOMES



IDEAS ARE ONLY AS POWERFUL AS THE
MANNER IN WHICH THEY ARE COMMUNICATED

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**FOR MORE INFORMATION, GO TO
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