

## GUIDESHEET

# COLLEAGUE PARTNERING QUADRANT

## ONE SPOT YOUR COLLEAGUES

Take a few moments to reflect on your most important partners and aim to define a 'top 5'.

Consider people from within this team and beyond, and be quite specific about the purpose of each partnering relationship.

## TWO RUN THE I-CORE TEST

Partnering relationships are built on trust which means we need to be aware of the levels of trust with colleagues.

The I-CORE model derived from the work of Larry Reynolds (The Trust Effect 1997) is a really practical way to assess trust levels.

Apply it to your most important colleague relationships:

- Integrity: values, ethics, walking the talk
- Competence: capabilities and skills
- Openness: open minded and transparent
- Reliability: delivering what is expected
- Equity: treating people with equal respect

Complex adaptive change requires us to engage people as partners in that change. The Colleague Partnering Quadrant is a highly effective framework for establishing these all-important partnering relationships with colleagues.

## THREE APPLY THE QUADRANT

The Partnering Quadrant describes the four essential steps to build and sustain trust-based partnering relationships:

### Q1 – Create rapport and empathy

Explore your partner's world and share your own including hopes and concerns, values, priorities, demands and pressures.

### Q2 – Share and understand expectations

Share expectations about outcomes, outputs and behaviours. Look for common ground.

### Q3 – Establish agreements

Aim for clear, specific agreements about what is going to be delivered and how.

### Q4 – Grow the partnership

Discuss how to keep communication open, consider friction points and the catch-up rhythm. Keep the 'ACL' moving.

## FOUR DELIBERATE PRACTICE

The Partnering Quadrant guides all types of partnering relationships.

The Think One Team method begins with colleague-to-colleague partnering within the team and some 'friendlies'.

### Tips:

- Be open to share your hopes and concerns
- Show your interest through questions and active listening
- Use summarising to highlight areas of common ground
- Seek clear agreements
- Use the ACL model to define the rhythm for when to debrief and realign expectations