

GUIDESHEET

TEAM-TO-TEAM PARTNERING QUADRANT

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**USE THE PARTNERING
QUADRANT TO LEVERAGE
TEAM-TO-TEAM CONNECTIONS**

QUADRANT ONE CREATE RAPPORT AND EMPATHY

Rapport and empathy are the foundations for strong, sustainable partnering relationships.

To create that foundation, be prepared to ask and answer these questions (in a manner that suits your partners):

- What background will help us to understand your ‘world’?
- What are your key goals and aspirations?
- What values and principles are important to you?
- What are your biggest demands, challenges and priorities?

QUADRANT TWO SHARE AND UNDERSTAND EXPECTATIONS

Every relationship is built on implicit and explicit expectations. In team-to-team partnering there are three important types of expectations: Outcomes, Outputs and Behaviours.

Use these prompts to explore and surface the expectations:

- What are the important outcomes and timeframes?
- What outputs (products, services) are expected along the way and by when?
- What behaviours and actions will be helpful or unhelpful?

Look for areas where teams are misaligned on expectations. These need attention.

Most organisations spend a lot of time and effort developing teams, but very little connecting them.

This needs addressing and the way to do it is to establish effective team-to-team partnering relationships by using the Partnering Quadrant.

QUADRANT THREE ESTABLISH AGREEMENTS

In an ideal partnering relationship the expectations are aligned and agreed.

In the real world there will be differences of opinion and expectations, so here are a few prompts:

- What agreements are we each seeking?
- Where is the common ground?
- What commitments can we and can't we make?

When you disagree on a position, focus on higher level interests / needs to seek a win-win. This is a key skill for leaders to grasp.

Define the Purpose for Partnering

It is essential to define the purpose of the partnering relationship. Sometimes this is clear from the outset, while at other times it will emerge from conversations.

At all times it needs to be something that can't be achieved separately but can be achieved together.

QUADRANT FOUR GROW THE PARTNERSHIP

Informal or formal partnering agreements are like weddings.

They are usually happy events but the real work happens afterwards.

The best approach is to establish the 'ACL' with questions such as:

- How do we keep the lines of communication open?
- Where are the potential friction points?
- How will we collaborate and co-create?
- When will we debrief to learn and adapt?