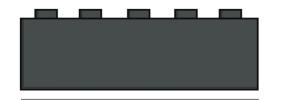
The building blocks for successful business partnering

A solid foundation and change enablement is a pre-requisite to succeed with business partnering.



#1: ESTABLISH FOUNDATION Why, how and where we want to go.

#2: MAKE IT CONTRETE

Make it tangible and actionable.

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#3: MAKE IT LIVE
Drive the change

DEFINITION

The concrete things that we do to deliver impact.



Common definition of business partnering



Concrete and actionable tools and processes



Train | Practice | Feedback | Evaluate

CAPABILITIES

The skills we must master to succeed.



Capability model



Team capability assessment



Embed in performance mgt and recruitment

OPERATING MODEL

The role and how we work together.



Operating model clarification



RACI and role descriptions



Optimize "ways of working" across the organization

CASE FOR CHANGE

The impact case and reason for change



"Benefit case" (quantitative/qualitative)



Performance KPIs & stakeholder feedback



Share successes and celebrate wins

TONE FROM THE TOP

Visible buy-in and role modelling



Leadership buy-in and alignment



Communicate the aspiration



Role model and be the change

