

Is your foundation for business partnering in place?

Can you answer the following questions?

#1: ESTABLISH FOUNDATION

Why, how and where we want to go.

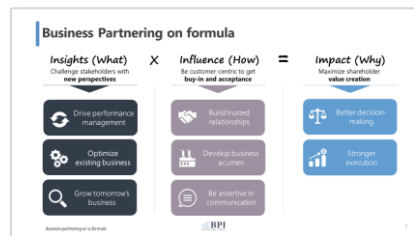
Can you explain the following?

Example



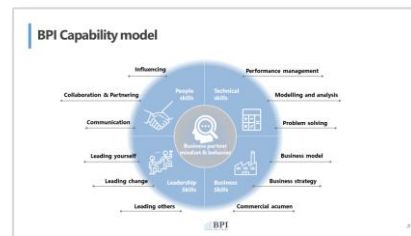
Definition of Business Partnering

- ❑ What is our definition of business partnering?
- ❑ What is our value contribution as a function?
- ❑ What do we want our people do more/less of?



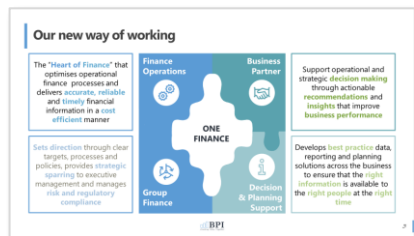
Capability model

- ❑ Which capabilities are critical for the role?
- ❑ How are the current teams meet those requirements?
- ❑ How will we close the gaps?



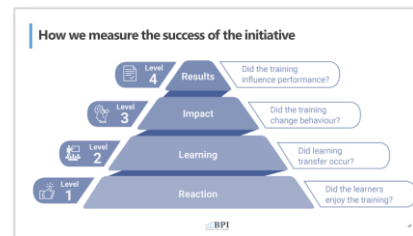
Operating model clarification

- ❑ Is the business partner role defined?
- ❑ Are roles and responsibilities clear?
- ❑ How will you collaborate across functions?



Benefit case

- ❑ What are we trying to achieve with the BP initiative?
- ❑ What are the benefits? Why is this a key priority?
- ❑ How will we know that we are successful?



Leadership buy-in & alignment

- ❑ Do we have executive buy-in to business partnering?
- ❑ Are we as leaders role modeling the right behavior?
- ❑ What is the implementation plan?

