



# BUSINESS PARTNER DEVELOPMENT PROGRAMS

A 4-8-month learning journey that will enhance the influence and impact of your business partner organization

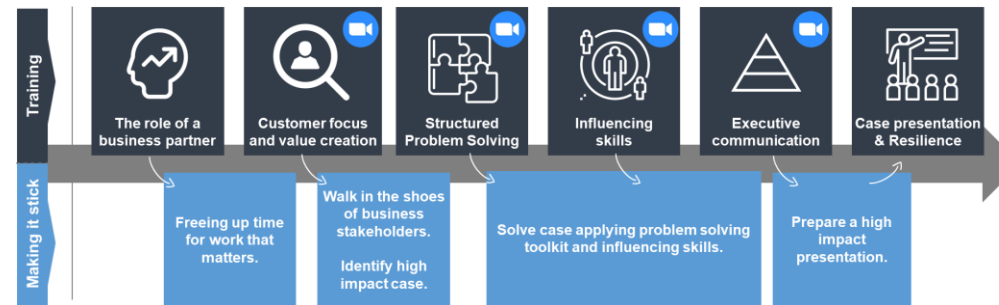


## WHAT IS IT?

What characterizes a business partnering development program?

### AT A GLANCE

- 4-8 months developing program for business partners.
- Combines hands-on training with practical application.
- Co-designed and tailored to your specific needs.
- Microstep approach – changing the world one step at the time.
- Suitable from 10 to 500 people

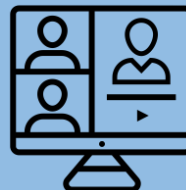


## BLENDED LEARNING

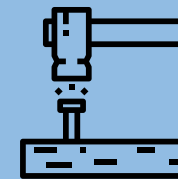
We apply different learning styles to maximize the learning impact



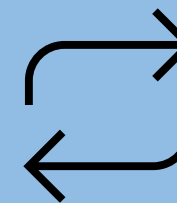
ENGAGING TRAINING SESSION



VIRTUAL COLLABORATION



PRACTICAL APPLICATION



1-2-1 SPARRING



## IMPACT

The aim is for Controlling to enable better business decisions.

### 3 WORLD-CLASS BUSINESS PARTNER TOOLBOX

Practical tools, models and templates that can be used directly by business partners during and after the program.

### 3 SOLVING REAL LIFE BUSINESS CHALLENGES

Participants identify, solve and present recommendations to solve relevant business challenges in your organization.

### 3 CHANGE IN BEHAVIOUR AND MINDSET

We define the success of the program by the measurable change in mindset and behaviors among participants.



## OUR LEARNING SPRINTS

We can combine relevant modules to cater for your needs

## TRAINING MODULES

A program can be combined of the following modules:

- The role and mindset of a business partner
- Value discovery
- Making time for work that matters
- Customer focus and value creation
- Structured problem solving
- Influencing skills
- Executive Communication
- Project management for business partners
- Change leadership
- Design Thinking
- Lean for Finance

Learning sprints



**Training** - Simple training introducing practical tools



**Reflection** – How can I use this in my daily work?



**Practice** – “Homework” with practical application of tools and models



**Feedback** – Feedback loops and coaching sessions



## WORKING TOGETHER

A true collaborative effort with you as owner and BPI as catalyst

### WHAT BPI BRINGS...

- Design and delivery of all training and program content
- Coaching and sparring with leadership and participants
- Sparring on change leadership
- Best in class tools, accelerators and methodologies tailored to Finance
- Virtual platform (Zoom & Teams)

### BENEFITS & IMPACT

Strong ownership

Deliverables tailored to you

Best of both worlds

Agile delivery

### WHAT YOU BRING...

- You front and own the program
- Visible senior sponsorship
- Change management and communication
- Help tailor deliverables to specific needs
- Manage logistics around the program

We leverage different experts for the training, but there is always one person acting as the red thread throughout the program.



### MICHAEL BÜLOW

Partner & CEO in BPI

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6 years of experience as finance executive in large corporations and 9 years consulting experience. Expert in working from the inside in organizations driving change and impact within Finance.



### ANDERS LIU-LINDBERG

Partner & COO in BPI

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10 years of experience as business partner and a leading influencer and thought leader within Finance. Expert in practical execution and role modelling.

The concept of the program is excellent. The best part was to connect with BPs from other entities. All tools and techniques are extremely useful, and I have started using it in daily work.

**Course participant**



## OUR TEAM

We use different partner to provide best of breed facilitators.

# PROGRAM EXAMPLE

## Business partner program at European manufacturing company

Training

### 1 The role of a business partner

- The imperative for business partnering (Why).
- The business partnering framework (how).
- Where do we create value? (what).
- Leading yourself and others through change.
- Creating time for work that matters.

Making it stick

- Perform time registration exercise (WILO).
- Improve personal effectiveness to free up time.
- Create value driver tree

### 2 Customer focus and value creation

- The key components of a customer centric delivery model. (organisation, processes, feedback loops).
- The 4-step model for customer value creation. (Understanding problems/needs and (co-creating) matching solutions).
- Building trust.

- Review finance delivery model.
- Do 4-step model and execute meetings with key internal stakeholders to align on high impact priority areas.
- Agree on high impact case for problem solving.

### 3 Structured problem Solving

- Get to the root of a problem.
- Apply the problem definition template to understand and document the problem.
- Use issue tree to open and scope your problem.
- Planning your analysis.

- Work in teams on solving a specific business problem.
- 1-2-1 coaching session on problem definition and plan

Training

### 4 Influencing skills

- Learn how to expand your circle of influence.
- Tailor your style to match different personality types.
- Changing perspectives by walking in the shoes of your stakeholders.

Making it stick

- Map out the profiles of key stakeholders for your case, walk in their shoes and build your influencing strategy.
- Execute on relevant influencing activities.

### 5 Execute communication

- Leverage the pyramid principle to structure effective communication.
- Using visuals to enhance communication.
- Building killer PowerPoints.

- Synthesize and structure your case work.
- Build an executive presentation.
- 1-2-1 coaching on presentation.

### 6 Case presentation and next steps

- Present case recommendations to the rest of the group and CFO.
- Evaluate the program.
- Participants receive completion certificate.
- Prepare personal development plan.

- Present cases to relevant business executives.
- Summarize concepts and tools in business partnering playbook (physical or electronic)
- Drive continued roll-out.