



# LEADING BUSINESS PARTNERS

The single most important predictor for successful business partnering is the engagement of finance leadership.



## DESCRIPTION

The relevance of leadership in driving successful change.

### LEADING CHANGE IS DIFFICULT...

... and leading business partners even more so.

Business partners are often very experienced, autonomous, strong willed and deeply embedded in the organization that they support.

Yet, you are trying to get business partners to pull in the same direction towards a common way of working with business partnering.

All too often change journeys come to a halt because leadership is not aligned and fully behind it.

### ... AND LEADERS NEED TO LEAD FROM THE FRONT

Change will only happen, when finance leadership share a common vision and collectively lead the transformation from the front.

BPI can help you mobilize your leadership team around a common vision of change and create anchoring and commitment in the leadership team on what they should do to support successful change.

This is an imperative early step on any change journey including business partner transformations.



## WHY WORK WITH BPI?

What makes us the best partner for finance leadership development?

### FINANCE + PEOPLE

We have a deep expertise and unique insights into both Finance and people.



### SIMPLE & PRACTICAL

We believe in simple, practical and pragmatic solutions that have a lasting impact in real life.



### RADICAL CANDOR

We are frank, direct and tell you what we see – with great sincerity.



## OUR PEOPLE

Seasoned managers and experts in Finance Business Partnering.



### HELGE LARSEN

Business psychologist



Helge is a business psychologist and is an expert in cultural change management.

He has helped many organizations with driving sustainable cultural and behavioral change.



### DORTE QUECK

Business psychologist



Dorte is an experienced facilitator with an immense focus on enabling participants to make real changes in their everyday work-life.

Formerly HR Business partner for Finance and responsible for leadership development.



### MICHAEL BÜLOW

Founder and partner



Experienced Finance leader and consultant now helping organizations create impact through business partnering. Expert facilitator with a passion for creating fun, rewarding and engaging sessions.

# FOCUS AREAS

Our approach and content is tailored to your specific situation, but we often cover some or all the following focus areas.



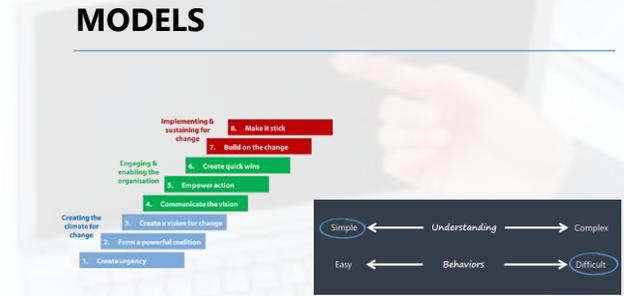
## FOCUS AREAS

## CONTENT

## MODELS

**1** **LEADING CHANGE**  
Simple, but difficult.

Creating organizational change is fundamentally difficult. We explore the psychology of change, what has worked well (or not so well) historically, and what you as a leadership team can do to drive and enable a successful business partnering transformation.



**2** **LEAD FROM THE FRONT**  
Impact through role modelling.

The most powerful leadership tool that you have is your own personal example. We explore the importance and power of role modeling and what you (and existing strong business partners) can do to lead change by example.



**3** **TEAM DEVELOPMENT**  
Create a growth and learning culture in your team.

In successful transformations, you grow as a team, however many teams do not have a sufficient degree of "psychological safety" to embrace effective learning. We work with you in creating a culture that allows risk taking, admitting to errors and giving feedback



**4** **FEEDBACK & COACHING**  
Help each other grow and get better.

Feedback loops are an integrated element of effective learning, however many are not familiar with receiving and giving feedback. We provide you with simple guidance and a lot of practice, which will make feedback an integrated part of your learning journey and daily work.

