BUILDING OPTIMAL RELATIONSHIPS

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Passionate supporter of those who seek to realize their leadership potential.
We’ve been saying this for 25+ years.....
And now, digital transformation is fueling shifts in learner preferences.....

68% Prefer to learn at work
58% Prefer to learn at their own pace
49% Prefer to learn at the “point of need”

LinkedIn Learning 2018 Workplace Learning Report.
To the point of edging out traditional “programs”

Most important opportunity your company provides you to develop

- 27% On-the-job learning
- 26% Training programs
- 16% Supportive environment

INNOVATION

DOING THE SAME THINGS A BIT BETTER.
“We’re gonna need a bigger boat!”
New partnerships may be our “bigger boat”
Why do partnerships fail to realize their potential?

RELATIONSHIPS matter.
“Optimal” relationships are more likely to form if you deliberately manage the THREE C’s:

1. Connect
2. Collaborate
3. Commit
Here’s your real-life challenge, if you choose to accept it…..

TODAY

By Feb 28
TODAY’S GOAL:
In the next 60 minutes….

Begin a potential partnership

By deliberately managing the three C’s of relationship building.
Here’s the process we will use

**Phase 1: CONNECT**
- “Refresh” (5)
- Plan (5)
- Do (10)
- Review (10)

**Phase 2: COLLABORATE**
- “Refresh” (5)
- Plan (5)
- Do (10)
- Review (10)
Phase 1: CONNECT -- Refresh

- Lead with warmth
- Share openly
- Uncover interests
- Discover common goal
- Build trust
Phase 1: CONNECT -- Plan

What are you going to do to improve your chances of building good, strong connections?

- Lead with warmth
- Build trust
- Share openly
- Uncover interests
- Discover common goal
Phase 1: CONNECT – DO!

Not with your CURRENT table

Locate the number on back of your chair

Now, go to the table with that number
Phase 1: CONNECT – Review

INDIVIDUALLY (2 min): Reflect
-- jot down reflections on form

AS A GROUP (8 min): Discuss
-- how did your group do?
-- what helped? hindered?
-- what’s your “learning nugget”

- Lead with warmth
- Build trust
- Share openly
- Uncover interests
- Discover common goal
Phase 1: CONNECT – One last nugget

- Competent
- Jerk
- Competence
- ROCKSTAR
- Incompetent
- Jerk
- Likeability
- Loveable
- Fool
Here’s the process we will use

**Phase 1: CONNECT**
- “Refresh” (5)
- Plan (5)
- Do (10)
- Review (10)

**Phase 2: COLLABORATE**
- “Refresh” (5)
- Plan (5)
- Do (10)
- Review (10)
Phase 2: COLLABORATE -- Refresh

“let’s create something new”

Psych Safety

Share openly

Engage in Constructive Conflict

Reach a creative “solution”
Phase 2: COLLABORATE -- Plan

“let’s create something new”

What are you going to do to improve your group’s collaboration?

- Psych Safety
- Share openly
- Engage in Constructive Conflict
- Reach a creative “solution”
Phase 2: COLLABORATE – Do!

**Goals:**
What do we want to achieve with this partnership?

**Norms:**
To get there, what are our behavioral must haves?

**Roles:**
What should we formally assign to an individual?
Phase 2: COLLABORATE – Review

INDIVIDUALLY (2 min): Reflect
-- jot down reflections on form

AS A GROUP (8 min): Discuss
-- how did your group do?
-- what helped? hindered?
-- what’s your “learning nugget”

Psych Safety

Share openly

Engage in Constructive Conflict

Reach a creative “solution”
Phase 2: COLLABORATE – Two last nuggets

- Psych Safety
- Share openly
- Engage in Constructive Conflict
- Reach a creative “solution”
Phase 2: COLLABORATE – Two last nuggets

Psych Safety

Equal “Air time”

Interpersonal Sensitivity

Can take interpersonal risks

Share openly

Share

Engage in Constructive Conflict

Valued/Respected

Reach a creative “solution”
WE MADE IT!

Phase 1: CONNECT
- "Refresh" (5)
- Plan (5)
- Do (10)
- Review (10)

Phase 2: COLLABORATE
- "Refresh" (5)
- Plan (5)
- Do (10)
- Review (10)
My parting thoughts....

- Optimal relationships may happen naturally
- Better to deliberately manage relationship formation

1. CONNECT: Lead with Warmth → Trust → Interests
2. COLLABORATE: Discuss Goals, Roles, Norms
3. COMMIT: Drive to closure; Insure clarity
Build more effective partnerships

To “swim” through the disruptions ahead!
This workshop structure was purposefully *experiential*....

1. Real-life challenge
2. Knowledge “bits” as you need them
3. “Deliberate Practice”
4. Supported by learning from others

Learning in the flow of work

How do WE add value in this kind of learning?
TWEET ME your partnership progress!

@BetOnLearners

See you tomorrow?!