



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”



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



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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.

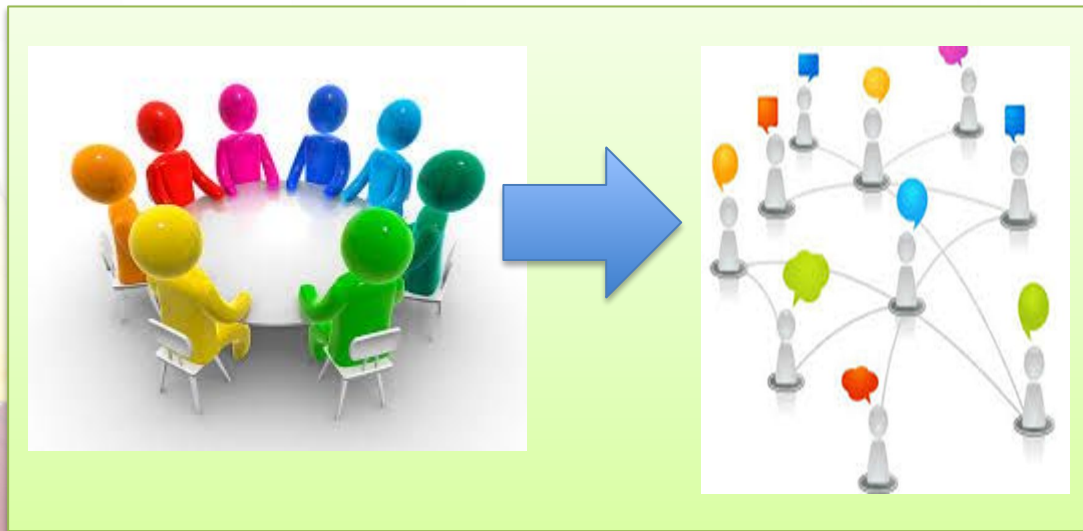


*“Optimal”
relationships are more
likely to form if you
deliberately manage
the THREE C’s:*

1. Connect
2. Collaborate
3. Commit



Here's your real-life challenge,
if you choose to accept it.....



TODA

Y

By Feb 28



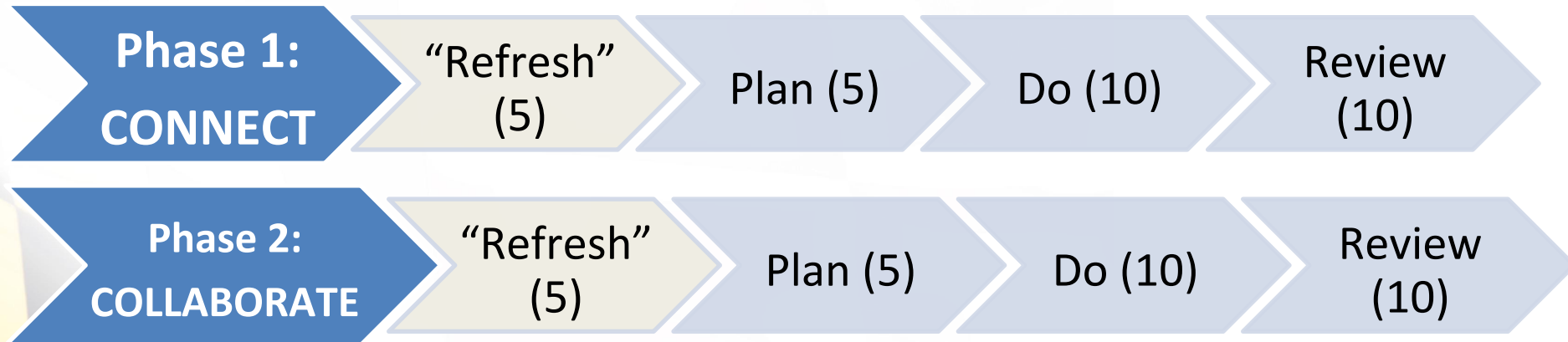
TODAY'S GOAL:
In the next 60 minutes....

Begin a
potential
partnership

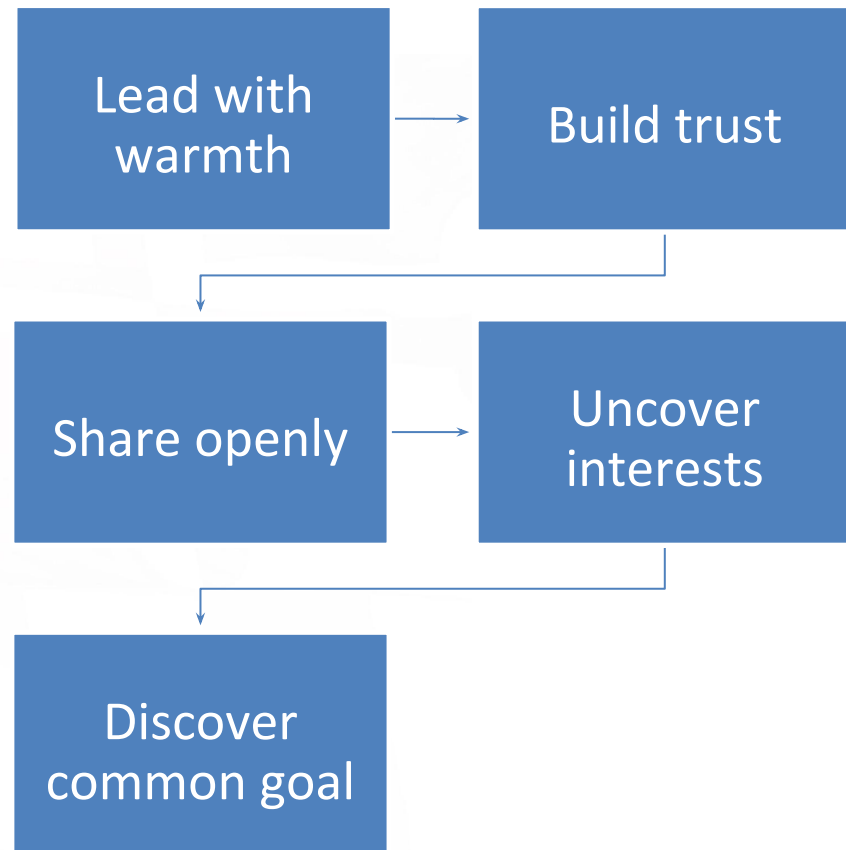
By deliberately
managing the
three C's of
relationship
building.



Here's the process we will use



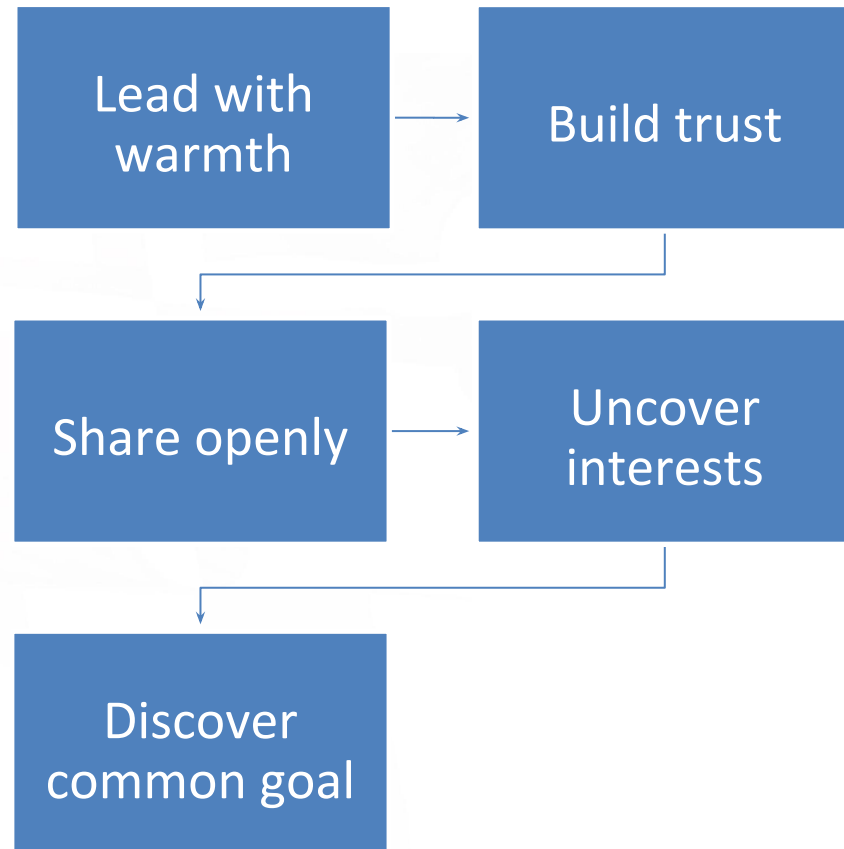
Phase 1: CONNECT -- Refresh





Phase 1: CONNECT -- Plan

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



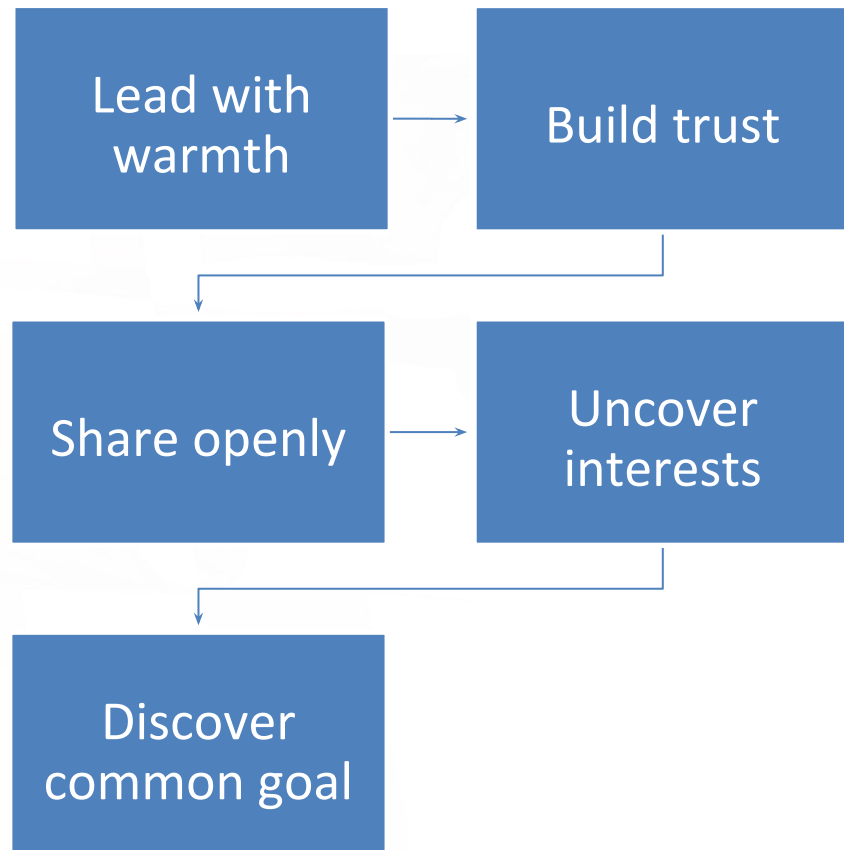


Phase 1: CONNECT – DO!

Not with your
CURRENT table

Locate the number
on back of your
chair

Now, go to the table
with that number

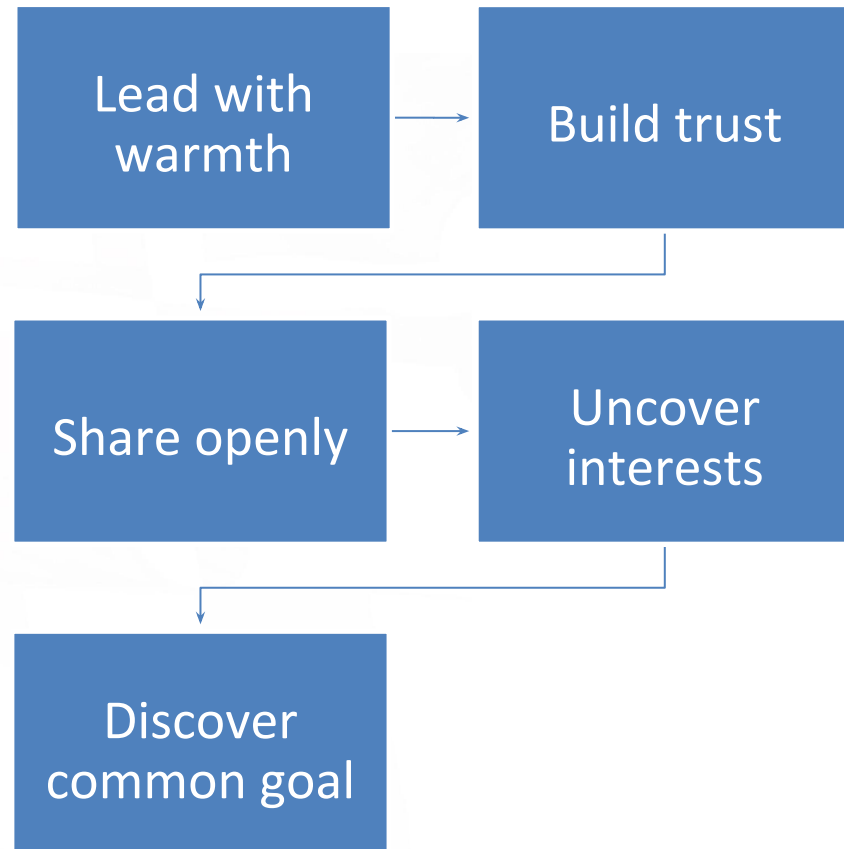




Phase 1: CONNECT – Review

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"





Phase 1: CONNECT – One last nugget

Competence

Competent
Jerk

ROCKSTAR

Incompetent
Jerk

Loveable
Fool

Likeability



Here's the process we will use

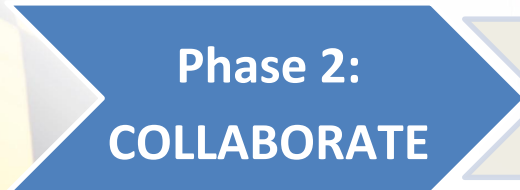


"Refresh"
(5)

Plan (5)

Do (10)

Review
(10)



"Refresh"
(5)

Plan (5)

Do (10)

Review
(10)

Phase 2: COLLABORATE -- Refresh

“let’s create something new”



Psych Safety

Share openly

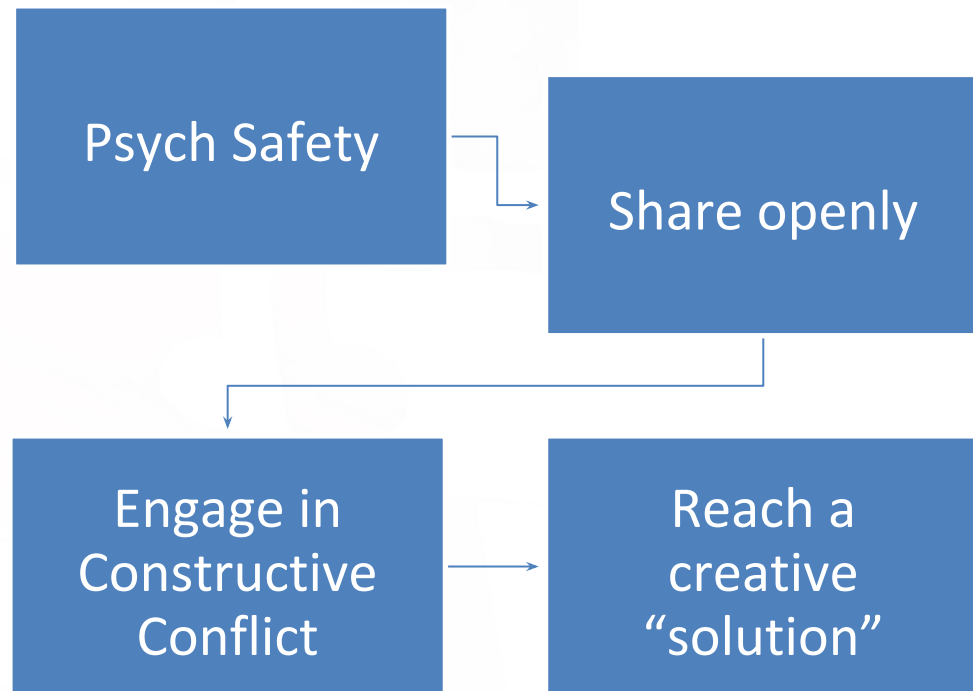
Engage in
Constructive
Conflict

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?



Phase 2: COLLABORATE – Do!

Goals:

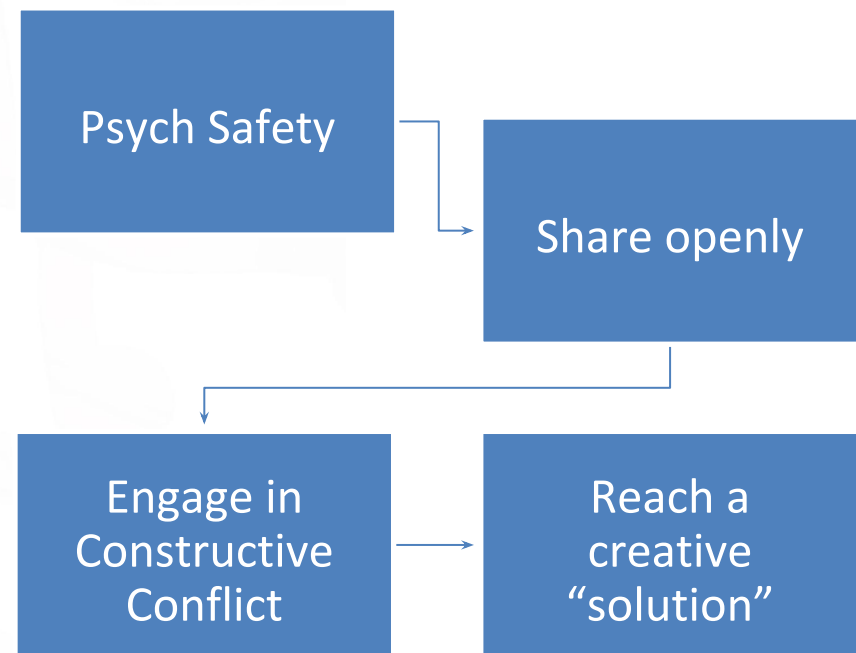
What do we want to achieve with this partnership?

Norms:

To get there, what are our behavioral must haves?

Roles:

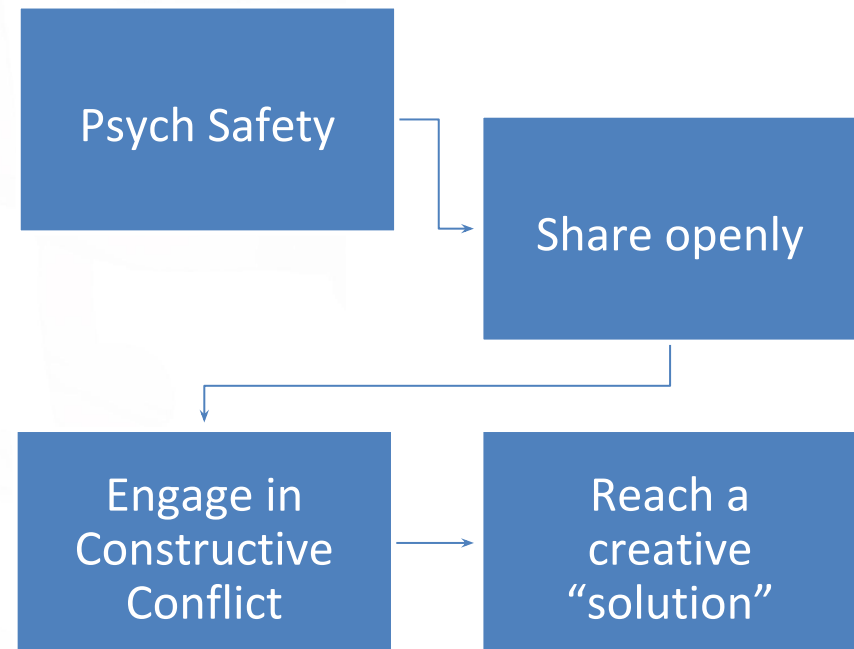
What should we formally assign to an individual?



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"



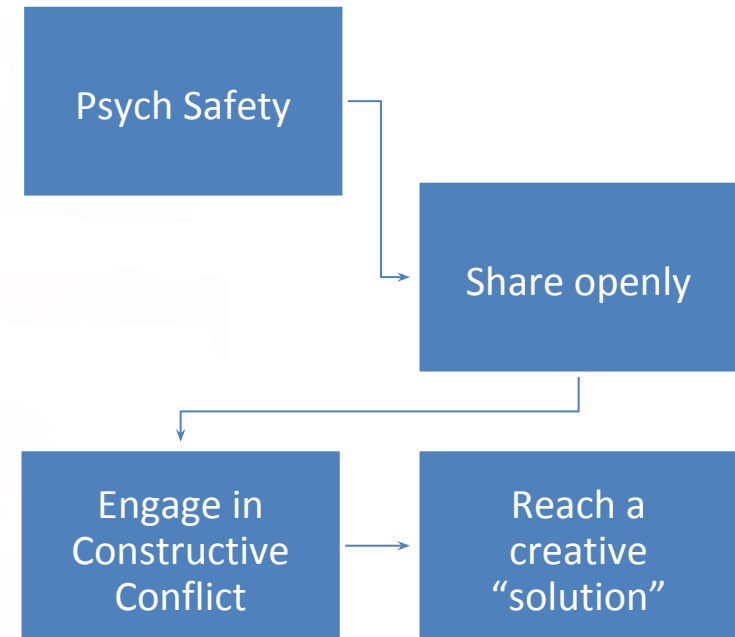
Phase 2: COLLABORATE – Two last nuggets



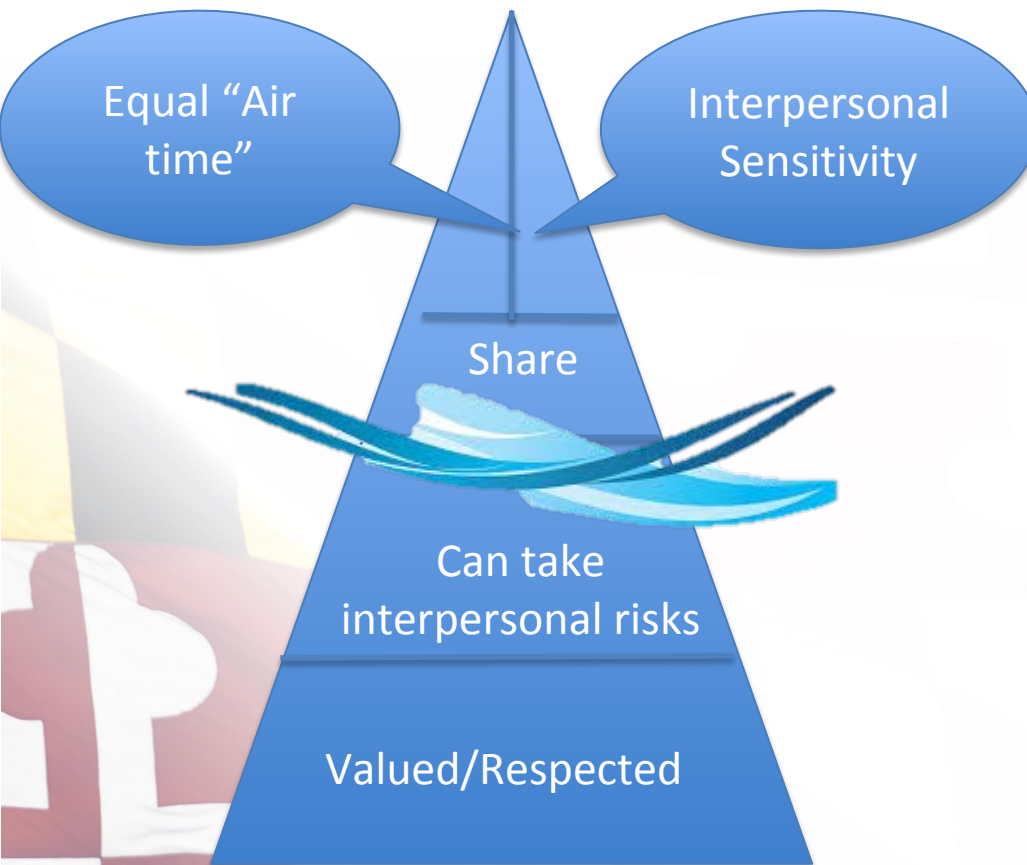
Artificial Harmony



Personal Attacks

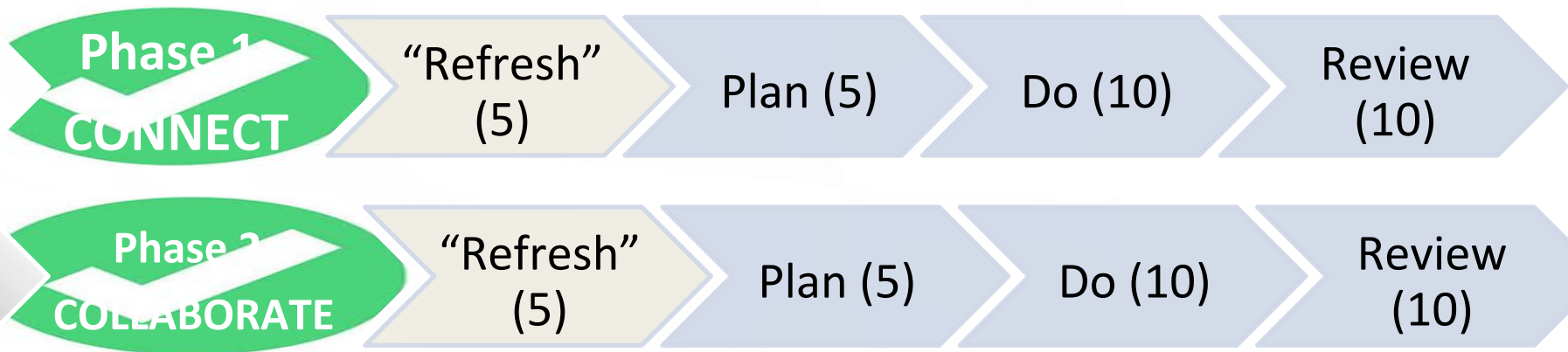


Phase 2: COLLABORATE – Two last nuggets





WE MADE IT!





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?



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TWEET ME

your partnership progress !

@BetOnLearners

See you tomorrow?!