Recipe for Partnership Examples

Aligning a Team around a Shared Vision

Step 1: Think of the last project you worked on. What are 2-3 successes you are most proud of regarding that project?

Step 2: What specifically did you and the project team you were a part of do to create these results?

Step 3: What is your highest vision for this project?

Step 4: What will achieving this vision do for the organization? For this team?

Step 5: What are our next steps to create this vision in the next 3 years?

Realigning a Project Team around Project Objectives

Step 1: What progress have we made toward our objectives that we are especially pleased with?

Step 2: What specifically did we do to create these results?

Step 3: At this stage in this project, what are our top 5 objectives for the rest of this fiscal year?

Step 4: What difference will achieving these objectives create for the organization? For this team? What else will this allow us to move forward?

Step 5: What are our next steps to achieve our top 5 objectives by the end of the fiscal year?

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Recipe for Partnership Examples

Building Excellent Customer Service

Step 1: What are some examples of where we have excelled in serving our customers?

Step 2: What did you do to contribute to that success?

Step 3: What are the specific places and situations you will apply Pathways to Leadership tools and concepts with customers in the next 2-4 weeks?

Step 4: What is your highest vision for the results you would like to create during these interactions and situations?

Step 5: What are the specific tools and action steps you will apply to achieve these results?

Building a Stronger Relationship with a Customer

(This example comes from a sales person at Caraustar.)

Step 1: What do we appreciate about doing business together?

Step 2: What specifically are we (each of us) doing to create such a successful partnership?

Step 3: Moving forward, what are the top 3 targets we want to achieve together in the next year?

Step 4: What will achieving these targets do for your business and ours? Why is it important to each of us to continue in this business partnership?

Step 5: What are our next 3 steps to achieve our top targets for this next year?

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Recipe for Partnership Examples

Creating Alignment for Effective Integration following Future Acquisitions

Step 1: Thinking about the plants we have now, what is going well with the relationship between the plants and headquarters?

Step 2: What systems or processes are in place that are best practices for future acquisitions?

Step 3: Considering the next acquisitions, what do we want to do better, differently, or more of, so that we (i.e. headquarters and the new plant acquisitions) have a smooth and effective integration?

Step 4: What difference does it make to the newly acquired employees, our current employees, the plant, our organization as a whole, when we have a smooth integration?

Step 5: What are the first 3 things that we must do to ensure

Building an even Stronger Best Ever Culture with Past Pathways to Leadership Graduates

Step 1: What 2-3 ways our organization's culture has specifically moved forward in the last six months?

Step 2: What specifically are we and other Pathways to Leadership Graduates doing to create these results?

Step 3: What objectives do we want to outline to advance our organization's Best Ever Culture in the next three months?

Step 4: What will achieving these objectives do for the organization? Our families?

Step 5: What 3 action steps will we take in the next four weeks to build and develop even stronger Best Ever Culture Leaders and a stronger Best Ever Culture in our organization?

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Recipe for Partnership Examples

Building a Stronger Healthy Family (Team) Identity

Step 1: What do we really like/love about each other and our family?

Step 2: What are some of the things we do to keep our family and our family relationships so strong and fun?

Step 3: What do we want to accomplish (or do for fun) next year (or over the next 3-5-10 years)?

Step 4: Why are those things important to us? How will these things add value to our family?

Step 5: What do we need to do in the next month to make this year our best year so far? What is our plan to make it come true?

Renewing a POIS℠ Team

Step 1: How have we become more effective leaders of our Best Ever Culture in the last 15 weeks?

Step 2: What have we done individually to create these results? What specifically have we done as a POIS Team to create this growth?

Step 3: Individually, what are two ways we want to grow even stronger as Best Ever Leaders in the next 9 weeks? As a POIS Team, what are two ways we want to grow our organization's Best Ever Culture to be even stronger in the next 9 weeks?

Step 4: Why is growing stronger as leaders important to us? Why is creating an even stronger Best Ever Culture important to us? What difference will it make to us? Our organization? Our families?

Step 5: What is one action step each of us will take this week to grow stronger as Best Ever Leaders? What are two action steps we will take this week to build a stronger Best Ever Culture within our organization?

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