



# Collaborative Core

## Transformational Stakeholder Engagement



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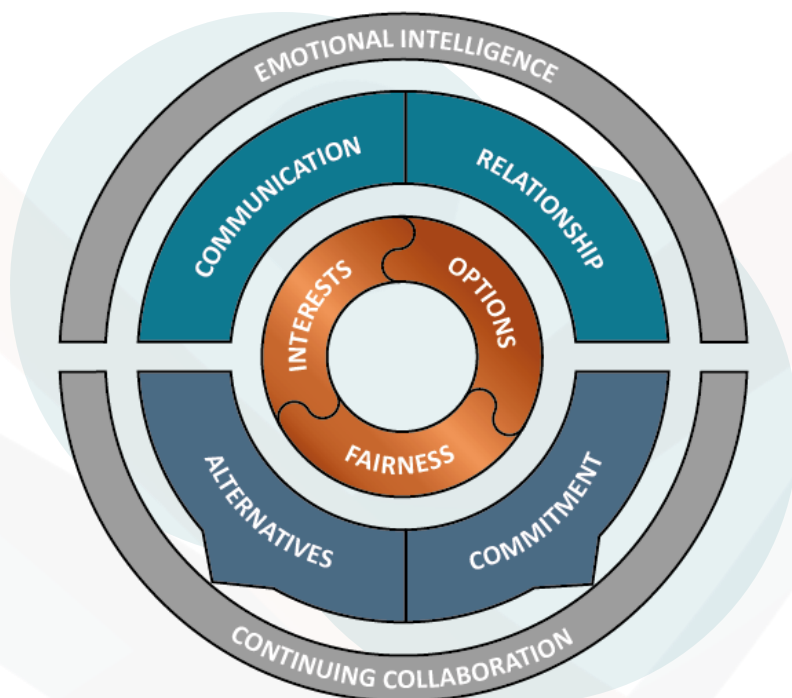
## *Communication, Collaboration, Negotiation & Innovation*

In today's rapidly changing environment, enhancing your skills and building confidence is essential for creating value in every interaction with stakeholders.

The Collaborative Core Programme uses a proven methodology that empowers individuals, teams and organisations to communicate, collaborate, negotiate and innovate more effectively. By participating in this programme, you will achieve enhanced teamwork, improved decision-making, and increased productivity, ultimately leading to significant, tangible results.

Participants will acquire critical insights into the behaviours, needs and objectives of their key audiences, whether internal colleagues or external stakeholders. This deeper understanding enables better decision-making and purposeful action to be taken, driving progress toward objectives. By increasing self-awareness and awareness of others, the programme improves stakeholder interactions and cultivates an environment where collaboration flourishes. Trust builds as stakeholders feel respected and understood, leading to more open exchanges and collective success towards shared goals.

Our approach strengthens working relationships and ensures greater knowledge transfer across functions and roles, equipping participants to achieve greater success.



# What are the benefits of the programme?

*Collaborative Core workshops are designed to:*

- Help participants engage stakeholders more effectively by understanding their behaviours, needs, and objectives.
- Encourage a more strategic, long-term perspective to drive sustainable results and create greater value through interactions.
- Enable better-quality decisions with greater flexibility and purposeful actions towards achieving goals.
- Provide practical, hands-on learning to apply skills in real-world collaborative scenarios to drive better results
- Develop self-awareness and awareness of others, crucial for roles involving interaction with internal or external stakeholders.
- Enhance the ability to sell, negotiate, influence, or collaborate effectively by choosing the right approach for each situation.
- Build trust and maintain strong relationships, whether leading teams or working with stakeholders.
- Strengthen skills in active listening, questioning, creative reasoning, and strategic decision-making.

**“I liked getting beyond the usual fundamentals of theory to applying some cutting-edge techniques.”**

*Collaborative Core foundation workshop Participant*



**Facilitator-led workshop**



**Typical foundation workshop length:**  
2 days



**Group size:**  
Up to 16 people

## Find out more

To discover how we can tailor our Programme to help your team or organisation reach specific goals, get in touch. We will be happy to talk through our unique approach with you.



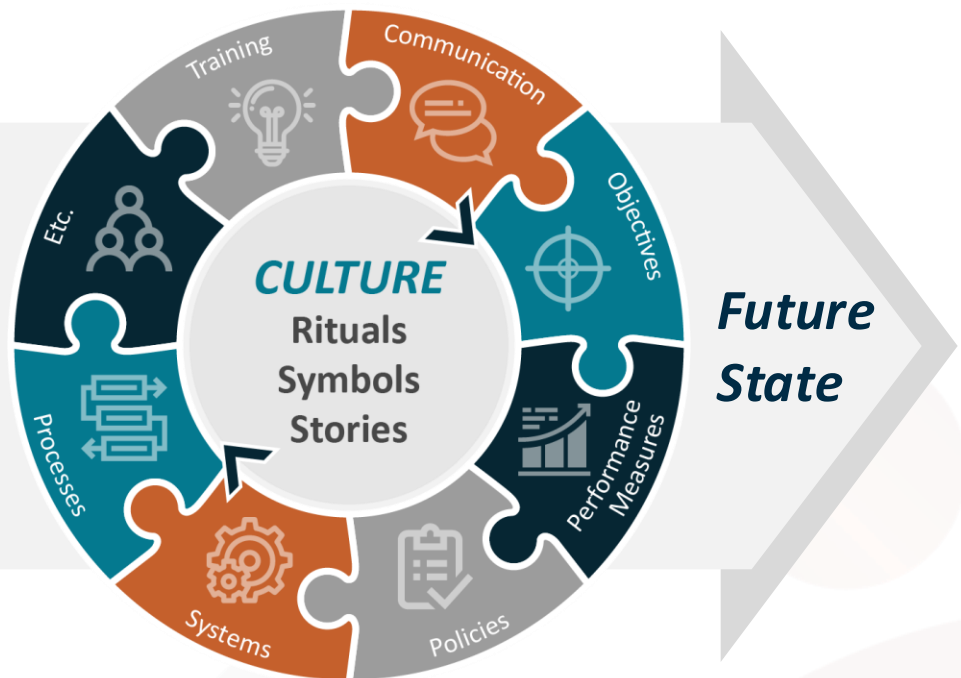
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# Our Approach to Programme Design

## *Hard & Soft Transformation*



Don't be one of the 70% of organisations who fail to deliver strategic change effectively\*. Leaders within progressive organisations know that committed and lasting behaviour change simply won't happen without a change in mindset. And that can only happen when new practices, policies and processes are embedded as part of a collaborative culture.

You cannot afford the risk of applying standard generic change programmes. You need something proven, bespoke and long-term.

**Compass Partnership design all our programmes to help you identify and deliver the change your organisation needs and ensure long-term impact.**

*\* Black and Gregersen (2003). Strelbel (1996)*



# Our Approach to Programme Design

We will work closely with you to ensure the key elements are tailored to meet the particular requirements of your teams and organisation.

We benchmark and assess your current state to shape the learning and its associated activity around your needs. We pride ourselves on having the skills and abilities to make our clients think very deeply about what it is they want from engagement and what their real objectives are. With a rich knowledge of methods and perspectives, we have a strong belief in rigour, plus a very experienced delivery team.

## *Delivering more than just training*

In support of the roll-out of our immersive and highly experiential learning workshops, we can help you to align your processes, systems and practices so that behavioural change is reinforced and supported throughout the working ecosystem. It is vital that the organisation is ready to act to make the changes required and examine the environment it creates for sustained behavioural change.

## *Measuring success*

Project evaluation and impact assessment is really important to us. We want to understand much more than if the training went well or was delivered well. To gauge organisational and behavioural change, we want to understand what long-term changes people make to the way they work; if they take their learning and transmit it to the workplace; if that behaviour change impacts in the organisation and ultimately how these changes deliver a return on the investment. We value this level of rigour because it is what informs both our futures.







We will establish some of the critical groundwork in Programme design, through interviews and dialogue with relevant parties. This will inform both the design and evaluation of the Programme.







The initial groundwork benefits from access to leadership, management and participants. We can then establish data, materials content, method and access for evaluation and commitment to the following five areas:

- ✓ **Business relevance** – we established relevant examples, exercises or cases to tie learning to the reality of business as usual
- ✓ **Participant reaction** – what participants thought and felt about the training on the day
- ✓ **Learning** – the resulting increase in knowledge or capability
- ✓ **Behaviour** – the extent of behaviour and capability improvement transfer on the job
- ✓ **Results** – setting a baseline level in a metric that gives us a window on the impact on the business

# An Example Programme Roadmap





**Establishing the real issues, project scope, key audiences and Programme design.**

-  Current state assessment
-  Define scope and deliverables
-  Team, leadership and 360° assessments
-  Systems, policies and practices assessments
-  Tailor Programme design
-  Establish metrics for success
-  Communications plan – channels, audiences, key messages

- Engage with audiences 
- Experiential workshop-based training 
- Align systems, processes and practices 
- Build a strong network of champions 
- Launch of online learning resources 
- 1:1 or group coaching and mentoring 

**Roll-out of immersive workshops and blended learning supported by key environmental changes to reinforce behavioural change.**

**Project evaluation and impact assessment.**

-  Collect feedback, evaluate and deliver insights report
-  Measuring long-term behavioural change and knowledge transfer
-  Ongoing mentoring, coaching, facilitation and support
-  Online learning support



## Compass Partnership International

As technology continues to shape the future of business, we believe the skills and qualities of your people are more important than ever before. Human performance is fundamental to your success.

Our aim is to transform the human capacity of your organisation through our unique learning solutions, developing individuals and teams to enable you to achieve your vision. We can guide you to greater levels of strategic thinking, collaboration, innovation, teamwork and leadership.

Applying innovative thinking and world-class tools, offered globally and in multiple languages, we will help you to achieve the transformational development of your people, your teams and your organisation.

### *Find out more*

To discover how we can tailor our Programme to help your organisation reach specific goals, get in touch. We will be happy to talk through our unique approach with you and your team.



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