

TEAM ACTIVITY

Great Partnerships at Work

This resource is for team leads who want to help foster strong(er) partnerships among team members. It outlines an activity that can be used during a team meeting or retreat (online or in-person).

Successful partnerships contribute to enhanced employee engagement and are tied to improved business outcomes. But, great partnerships don't just happen. As a team lead, putting attention into the partnerships within your team makes good sense.

Keep reading to see how you can build stronger partnerships!



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GREAT PARTNERSHIPS AT WORK

Step 1: On your own, think about some of the people you regularly partner with on your team. These may be people you partner with for extensive projects or for shorter initiatives.

Write their names below and a short sentence that describes the shared outcome or goal you have. For example: I partner with Tonya who markets the written resources I develop. Shared outcome: providing resources to our clients.

Research by Gallup has found that 3 statements emerge as being most important when a person reflects on the "success" of a specific partnership:

1. We complement each other's strengths.
2. We need each other to get the job done.
3. The other person does some things much better than I do and I do some thing much better than the other person does.

Step 2: Online, or in person, discuss the 3 points above with one of the partners you identified in Step 1. Make notes about how you each (a) articulate your shared goal and (b) complement each other's strengths. Listen closely to how your partner speaks about your contributions. As time allows, have this conversation with more than 1 person .

Step 3: Based on your conversations, write 3 or more points about the value YOU bring to your partnerships within the team. (**Optional Step 4:** Share reflections as a full team)



VALUE I BRING TO MY PARTNERSHIPS: