

Developing Partnerships with Key Stakeholders with Sarah Schubert

Human Resources professionals are integral to any organisation and build credibility with the support and expertise they provide to their internal stakeholders. Identifying those stakeholders, creating a communication strategy and building an effective relationship are critical to success.

HR professionals need to think strategically in different situations and apply the right communication tool for the specific stakeholder. Understanding the concepts of New Voice's 360 Communication Strategy and Seldman and Brandon's Political Style Strengths can be helpful to navigate these murky waters.

Objectives:

1. Identify key stakeholders you need to work with and influence
2. Consider the influence styles prevalent in your organisation and which style is your strength
3. Know how you can build your credibility and impact within the organisation and with your stakeholders
4. Develop an Elevator Pitch to present an idea with confidence and conviction
5. Appreciate the Communication Model, especially skilful enquiry and reflective listening
6. Create a list of questions and responses to use in different Manager Conversations
7. Practice assertive communication and skilful enquiry in 3 different scenarios

Focus:

Work Environment

- Map key stakeholders
- Understand the Corporate environment and how to make the best impact
- Boost your credibility and ability to influence

Communication

- Skillful enquiry & Reflective Listening
- Develop a communication strategy that works with all stakeholders
- Practice problem solving techniques

Action Planning

- Develop an action plan to transition learning
- Identify 3 areas for improvement and ongoing coaching

Tools

- 360 Communication Strategy Planner
- Secrets to Developing a Voice with Impact
- Action Planning Worksheets