

HR Business Partner- a real partner

#1 HR supports #2 **Business** Partner managers in solving problems and building teams

- 5 team dysfunctions model,
- Techniques and tools for building effective teams,
- Models for developing changes and new solutions:
 - HPI,
 - GROW
- Coaching techniques:
 - Asking questions,
 - Conducting meetings,
 - Discussions,
 - Troubleshooting..

HR **Biznes Partner** asertywnie stawia granice

- Transactional analysis as a model of perceptual and communication positions to be used in business relations (adult, parent, child according to Berne),
- The Dramatic Tirangle (according to Karpman) as a model of destructive business relationships - how to get to know it, how to avoid it and how to get out of it?
- The 7-step technique for inducing assertive behavior,
- Techniques of assertive and respectful setting of limits: Open door/smoke screen, Jujutsu, Assertive deferral, Broken record.







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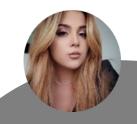
#3 HR Business Partner manages the conflict, claims and builds an agreement

- EGO[™] resistance and grievance management technique, that will allow you to react construcively and build an agreement even when the other side has reservations or will "attack" you (or others) verbally.
- Proprietary conflict management algorithm POWaPRo™ thanks to it you will change the conflict to which you are a side, into an agreement or mediate your partners (co-workers, managers) in resolving conflicts in their teams.
- Zawisza™ proprietary technique willl help ypu refuse in such a way that your partner feels good and still wants to cooperate with you.
- The propietary technique of Alternative™ thanks to it you will diplomatically
 demonstrate the benefits of choosing your
 solution when your business partner
 expects something different from you,
- Reframing a technique that will help you and your colleagues and partners move from problems to solutions.

#4 HR Busienss Partner exerts influense – enforces, criticizes and convinces

- Algorithm of working with your ow resistnace – "Start with yourself" – influencing youself as the basis for influencing others,
- How to convince the audience to your solutions Our proprietary FAPROKTM technique will help you in this,
- Neurolinguistics in persuasion
 - verbal constructions strengthening your authority, responsibility and commitment of your partners,.
- Principles of constructive criticism and escalating techniques from feedback to verbalization of expectations and enforcement:
 - FUKO
 - 4ASTM.

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Have any questions?
Feel free to contact us.
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