

HR Business Partner a real partner

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

- **Team dysfunction** model 5 ,
- Techniques and tools for building effective teams,
- **Models for developing changes and new solutions:**
 - HPI
 - GROW
- **Coaching techniques:**
 - asking questions,
 - conducting meetings,
 - discussion ,
 - solving problems.

#2 HR Business Partner assertively sets boundaries

- Transactional Analysis as a model of perceptual and communication positions for use in business relationships (adult, parent, child according to Berne).
- **The Dramatic Triangle** (according to Karpman) as a model of destructive business relationships - how to recognize it, how to avoid it and how to get out of it?
- Techniques for assertive and respectful boundary setting: Assertive postponement, Assertive refusal, Open door, Jujitsu.

How we take care of your needs :



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#3 HR Business Partner manages claims and builds understanding

- **EGO™ resistance and grievances management technique**
, thanks to which you will react constructively and build understanding even when the other party has reservations or "attacks" you (or others) verbally.
- **The original Nowoczesna™ technique** - thanks to it, you can diplomatically show 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 Business Partner influences - enforces, criticizes, convinces

- **Proactivity Trigger™** - "Start with yourself" - influencing yourself as the basis for influencing others.
- How to convince the audience to use your solutions? Our proprietary FAPROK™ technique will help you with this.
- **Neurolinguistics in persuasion** - verbal structures that strengthen your authority and the responsibility and commitment of your partners.
- Principles of constructive criticism and techniques escalating from feedback to verbalization of expectations and enforcement: feedback / feedforward and the 4AS™ conversation scenario.



Do you have any questions?
Please contact me

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