

Business Partners

Steven Swientozielskyj

Strategic Business Partner Dana Gaines Robinson,James Robinson,2005-03-01 Research clearly indicates that there is a strong need for the Human Resources (HR) function, and the people in it, to adopt a more strategic and business-linked approach. In one study business executives ranked the HR function as third, after sales and customer service, as a function that makes a very significant contribution to a company's bottom line. Unfortunately research also indicates that few HR functions have become strategic. Most still operate in a primarily administrative and tactical manner—the very work that is increasingly being outsourced. Clearly there is a gap between what business leaders and employees need from their HR departments and what HR is providing. HR functions must become more integrated into the business, with some people on the HR team assuming the role of Strategic Business Partner (SBP). Here, Dana and Jim Robinson offer guidance for HR, Organization Development and Learning professionals who aspire to transform themselves into effective Strategic Business Partners. They explain how SBPs build partnerships, based upon credibility and trust, with key organization leaders. These partnerships provide SBPs with opportunities to identify and support projects directly aligned with business goals. The success of these projects deepens the SBPs' credibility, enabling them to be viewed as strategic partners. At this higher level of accountability, SBPs work with business leaders to form long-range business strategies and plans, creating and implementing people initiatives that link into and support the business strategies and plans. This practical guide offers case studies, exercises, tips, and tools you can use to become a Strategic Business Partner in your organization.

Business Partnership Essentials ,2017-12-18 Business partnerships are vital to the US economy yet their failure rate is alarming: 70% of them don't make it. Dr. Lehari is leading the charge to reverse this statistic. As a business partnership relationship coach, she intimately knows the impact that these partnerships have on cofounders, employees, customers, families, local communities, and global markets. Business Partnership Essentials walks you through every phase of the process—from choosing the right partner and operating your business on a daily basis, all the way through to exit and planning for the unexpected. This book is not a book on business startups and so it does not address the finances of starting up a partnership, but rather, it focuses on agreeing on all aspects of your relationship with your business partner. Following Lehari's guidance will ensure that you've done everything you can to help your partnership succeed.

The Partnership Charter David Gage,2008-08-05 In The Partnership Charter, psychologist and business mediation expert David Gage offers a comprehensive guide to the art of establishing and maintaining a business partnership. The centerpiece of his approach is the Partnership Charter, a document that clearly outlines the goals, expectations, responsibilities, and relationships of the principals. The charter identifies potential sources of conflict and how they will be resolved, while addressing such sensitive issues as personal styles, values, money, and power. Illustrating every principle through engaging stories drawn from Gage's front-line experience consulting to business partners, as well as interviews with the founding partners of such successful businesses as Progressive Insurance Company and Manpower, Inc., The Partnership Charter dispels common myths and presents a practical framework for launching, building, and sustaining a thriving business partnership.

Business Partnership Essentials Dorene Lehari,2017-12-20 Business Partnership Essentials walks you through every phase of business partnerships--from choosing the right partner and operating your business on a daily basis, all the way through to exit and planning for the unexpected. This book will serve t

IT Business Partnerships: A Field Guide Joseph Topinka,2014 With this guide you will learn the argument for business technology convergence via IT Business Partnerships, as well as the essential principles and strategies behind successful Partnership Programs.

HR Business Partners Ian Hunter,Jane Saunders,Simon Constance,2016-04-29 This book highlights the changes and challenges to the role of the HR Business Partner, overviewing the emerging service delivery models for the HR function (in particular the development of shared services and outsourcing options) and what this means for the HR Business Partner (HRBP) in the modern enterprise. The purpose of this book is to provide a conceptual framework and practical advice, based on real life case studies and recent research, into how HR Business Partners best add value to the organization. The authors have extensive experience of working in the area of HR restructuring (having been HR Directors in blue chip organizations and senior advisers in leading consultancies) and have consistently come up against confusion and contradiction about what is the new role of the HR Manager/Business Partner in supporting business managers in the delivery of strategic and tactical objectives. Theory and conceptual models are used to underpin this book but it has been written as a pragmatic, hands-on guide that will help its readers think through how best they might fulfil the role of the HRBP. The book contains checklists, case study examples and self-assessment tools. It is supported by supplementary material (updates, further case studies, templates and tools) which are available via the authors' website.

Smart Partners Jim Burba,Bob Hayes,2016-09-06 Most people want partners in their personal lives, and many businesses start with some form of partnership structure. Yet so many personal and professional partnerships disintegrate, sometimes quickly. That's one reason why our own partnership seems so amazing, even miraculous, to people who know us. "How do you do it?" they constantly ask. "How have you spent so many years living and working together 24/7 without killing each other?" A general business/how-we-did-it-book, Smart Partners outlines the methods and thinking we've used to achieve financial success while also keeping our personal partnership alive and interesting. Drawing on our unique experiences both personally and professionally, we present principles for building, sustaining, and growing not merely serviceable relationships in business and life, but true partnerships. Partnerships are a big deal—not just specific partnerships, but the very idea of partnership. That's why, from the very inception of a relationship, partners should proceed slowly, cautiously, thoughtfully, going "all in," and doing whatever they can to keep the relationship vibrant and healthy. They should honor their relationship at every turn, and with all their strength. No matter what business you're in you can transcend your sense of "me" to create a very powerful "we." It's a matter of concentrating on partnership, committing to it, and embracing the right practices—such as choosing your partner well, negotiating proper roles, planning for your mutual success, and adjusting so as to overcome challenges as they arise. Fundamentally, it's about looking beyond yourself so as to share business and life with another person. None of this is easy, of course, but it's so worth it. Read our stories, learn our partnership principles, and apply them to your life. We think you'll discover what we have long known: We is better than me. And the truth is, anyone can be a smart partner.

Selecting Business Partners for Success Keith O. Nyman,1991 Far more business partnerships fail than succeed. The reason is that potential partners fail to qualify one another for suitability & compatibility. This book not only covers the qualification process but offers sound business advice. Topics covered include: Organizing the business, personality, financial & lifestyle profiles, business philosophy & ethics, management styles, talent contribution, goal setting, conflict resolution, relatives as partners, buy & sell agreements, & much, much more. Typical review comments include If you're into partnering...or considering it, this book's for you. &, A book that exposes partnership landmines that few of us know are even there! Order from: Staff Recruiters, Inc., P.O. Box 61802, Vancouver, WA 98666. Library POs welcome. Volume purchase discounts available to bookstores. Nyman is also the author of RE-ENTRY How to Turn Your Military Experience Into Civilian Success (2nd Edition) 1990. Published by Stackpole Books.

EVOLVE Rita Cincotta,George Liberopoulos,2021-10-12 Finally, a book that provides realistic and targeted advice to Business Partners! Business Partners hold a vital role as trusted confidants with deep technical expertise, and their impact is evident across all business functions. Initially tasked with providing advice, they are now true collaborating partners, ideally placed to lead and manage change in the changing world of work and business. Yet as the Business Partner role has changed, there has been no pathway to develop the competencies essential for their success. Until now. If you are a current or aspiring Business Partner, this is the book for you. Evolve shows you how to navigate service models and systems, build your commercial acumen and deliver value to your organisation. With almost five decades of business partnering experience between them, Rita Cincotta and George Liberopoulos have written the book that Business Partners have been waiting for. It's a call to action, full of insight and practical strategies to grow the influence and impact of Business Partners.

Finding the Fork in the Road Linda Finkle,2010-08-04 Finding the Fork in the Road is an invaluable guidebook for the millions of smart and talented business people that co-own companies. Learn the secrets of successful business partnerships beyond just profitability. Linda Finkle addresses the people side of partnerships and shares the ground rules for navigating one of life's most intense, collaborative and interdependent relationships. By exploring shared visions, establishing compatibility, fostering trust and measuring progress, partners are well on their way to building sustainable thriving relationships. Complete with checklists, assessments and other critical tools to assess the personality traits and preferred work styles of each individual, and to better understand your partner, Finding the Fork is a must read for anyone thinking of forming a partnership or struggling in an existing one.

Life's Too Short for a Bad Business Partner William Piercy,2019-02-22

Business Partnering Steven Swientozielskyj,2016-03-31 A Business Partner is a professional who supports and advises strategic and operational decision-making through insights that drive better business performance. Often as a result of external changes, business partners must respond quickly to map out the future strategic development, keep the firm competitive and ensure all objectives and legal requirements are met. In this book, business partnering expert Steven Swientozielskyj introduces a framework that provides a set of practical tools and techniques via a simple six stage model that, when replicated, will take the practitioner from start to finish through strategic change; from the formation and agreement of the strategy to its delivery and sustainability. Business Partnering is a one-stop shop for understanding this important phenomenon and as such will be vital reading for practitioners and academics in the business arena.

Partner-Proofing Your Partnership Brett Cenkus,2017-08-24 According to Harvard Business School professor, Noam Wasserman, 65% of startups fail as a direct result of cofounder conflict. That's nearly 2/3 of all startups! Is your business exposed to failure due to cofounder/partner conflict? Are you currently struggling to make a business partnership work? Are you thinking about joining up with a couple cofounders to launch a startup, but concerned about how to choose the right cofounders for you? Whether you are about to launch a technology startup with four cofounders or you've been in business with one other co-owner for a decade, your future success is dependent on your ability to navigate the complex world of business relationships. Harvard-educated business lawyer and entrepreneur, Brett Cenkus, draws on his 20+ years of business and legal experience, including his fair share of successful business partnerships and a couple failures that left scar tissue. This book is your crash course in the practical implementation, management and maximization of business partnerships. In it, you will discover: - Why business partnerships are critical for achieving outsized entrepreneurial success - The key characteristics of great business partnerships - How to select the right business partners (and avoid the wrong ones!) - What you can do today to be a better business partner - Key actions to ensure your business partnerships not only survive, but thrive - How to properly document business partnerships with founders' agreements - What to do if things don't go well with a business partnership, and much, much more! Partner-Proofing Your Partnership is your handbook to cultivating successful business partnerships. If you like progressive solutions, self-empowerment and real-world applications, then you'll love Brett Cenkus' book on business partnerships. Buy the book to take your first step toward wildly successful business partnerships!

How to Build Successful Business Partnerships Judy Weintraub,2013-11-05 Everybody has a story about a partnership or business alliance that has fallen apart. Unfortunately, it is a somewhat common occurrence. Yet entering into alliances with other businesses or individuals can greatly expand a company's opportunities and markets. This SkillBite discusses how to build durable partner relationships through addressing critical issues, such as responsibilities, compensation structures and exit strategies. Discussion of these issues builds a common understanding, enhances alignment and teaches the parties how to deal with other issues that may come up, thus building durable partner relationships. The book covers the following topics: □ How to investigate a prospective partner prior to entering into a business alliance; □ What are the key business issues to address up front or as early as possible in the life of the partnership; and □ What are the critical legal issues to include in a partnership agreement to protect yourself in the event that the partnership doesn't succeed.

HR: The Business Partner Barbara Kenton,Jane Yarnall,2012-05-23 With HR professionals increasingly expected to be "business partners", are you prepared with the skills and tools to make a positive difference to your organization? As the recognised definitive guide to the topic, HR: The Business Partner, second edition, offers practical insights to take you through the challenging process of business partnering, including: • No-nonsense description of what business partnering entails, with case studies to illustrate real-life practice • Detailed coverage of the common challenges and advice on how to overcome them • Guidance on how to develop the skills and confidence required to work effectively Covering the transition from working operationally to working strategically and the tools, techniques and skill sets needed for partnering, this inexpensive guide will help to both add real value to your business and to develop your career in business partnering. If you are aspiring to or about to embark on a business partner role, this book will provide you with ideas and inspiration for the position.

The HR Business Partner Handbook Glenn Templeman,2021-12-03 How do I balance delivery of the HR strategy with the needs of the business? How can I solve key people issues while also becoming a true strategic HR business partner? This book has the answers. Packed with expert advice, The HR Business Partner Handbook explains how HR Business Partners can be both the go-to people expert needed by employees and the trusted strategic ally needed by the business. This book covers how to develop an authoritative knowledge of HR practice as well as deep understanding of what the organization does and its business goals. It includes guidance on all the people fundamentals needed as well as the importance of empathy, humility and how to demonstrate leadership on moral and ethical issues. It also covers how to adapt advice and activity for different stakeholders. This book explains how to identify the root of an HR issue and not just treat the symptoms and most importantly, how to develop solutions that work for an organization and its people. There is practical guidance on how to develop a strategic mindset, learn what to start doing and what to stop. It also features an assessment of the common pitfalls and intra-profession challenges and how HR business partners should seek to approach them. Written by an HR Business Partner, for HR Business Partners, this is an indispensable guide for everyone wanting to excel in this role and drive improvement in an organization, its leaders and HR. Finally, a 'how-to' guide for HR business partners at every stage of their career!

Partnering with the Frenemy Sandy Jap,2015-11-28 Selected as a finalist for the 2018 Leonard L. Berry Marketing Book Award! Why do crucial business partnerships and alliances fail so often and how can you keep it from happening to you? Partnering with the Frenemy answers these questions, helping you anticipate, prevent, and solve the problems that lead close business relationships to implode. Drawing on cutting-edge research, Sandy Jap illuminates the widespread "frenemy" phenomenon in organizational partnerships, where partners who start as non-competitive "friends" become "enemies" over time. She identifies key economical and structural causes of "frenemization," in which success creates imbalances in power dynamics, leading partners to generate resentment, contempt, and often direct competition. She also illuminates crucial social causes for partnership failure, where seemingly innocuous acts of interpersonal opportunism and "sins of omission" gradually poison collaboration. To support her insights, she offers numerous case studies, both ongoing and historical, including Samsung/Google, Martha Stewart/Macy's, Oracle/Sun Microsystems, Best Buy/Apple, Calvin Klein/Warnaco, and Nike/Footlocker. Most important, she offers specific recommendations for avoiding problems, revitalizing weakening partnerships, and recognizing when a partnership can't be saved. IT'S NOT JUST ABOUT CONTRACTS AND MONEY Understand how to better manage emotions, suspicions, and expectations from Day 1 WHAT YOU CAN LEARN FROM OTHERS' FAILING PARTNERSHIPS Anticipate, prevent, and mitigate the core causes of business relationship failure RECOGNIZE PARTNERING "OPPORTUNISM" BEFORE IT DESTROYS COLLABORATION Fix partnering problems while you still can IT'S NOT A MARRIAGE: HOW TO BECOME COMFORTABLE SAYING GOODBYE Know when to end a partnership, and how to part as "friends"

Power Through Partnership Betsy Polk,Maggie Ellis Chotas,2014-11-03 WINNER OF THE 2015 SILVER MEDAL IPPY AWARD IN BUSINESS/CAREER/SALES. Betsy Polk and Maggie Chotas have learned something powerful: when women work together they discover a level of support, flexibility, confidence, accountability, and freedom to be themselves that they rarely find in other work relationships. Drawing on their own twelve-year partnership and from interviews with 125 women business partners, Polk and Chotas demolish the myths that keep women from collaborating and offer advice for handling a host of potential challenges. This

groundbreaking book shows that when women team up—combining complementary skills, channeling their egos into the partnership, and encouraging each other—they can work as full equals to achieve something that's exponentially greater than each woman alone.

Engaging Business Partners ,1999

Growing Local Value Laury Hammel,Gun Denhart,2007-01-01 Growing a successful business is about meeting the needs of customers--and, by extension, the needs of the entire community. Turn your business into a good citizen and you can help ensure its success and contribute to making your community a great place to live and work. Growing Local Value shows how to build a values-driven business that is deeply embedded in local life. Drawing on real-world examples from Greyston Bakery, Wild Planet Toys, Powell's Books, and many other companies, Laury Hammel and Gun Denhart show how you can leverage every aspect of your business--from product creation to employee recruitment, vendor selection, and raising capital--to benefit both the community and the bottom line. Growing Local Value explores in depth how your business can contribute to its community--and the benefits it will receive when it does.

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