



INTRODUCING THE PARTNERING FOR SUCCESS PROGRAM

The Partnering for Success Program has been designed to help Finance team members **build a shared understanding, set of skills and strategies required to develop and sustain partnering relationships** across the group.

This program sits within the overarching Finance Effectiveness program and supports our goal of developing a Finance function that is focused on business partnering and customer-led commercial outcomes.

Who will participate in the program?

The program has been designed to upskill Finance team members who have a large business partnering focus within their role. With the help of the Finance leadership team, we will extend the opportunity to as many individuals as we can over the course of the next 12 - 24 months. Even if you do not directly participate in the program, we will ensure there are other opportunities available to access and apply some of the skills taught.

What's involved for those participating?

Team members will progress through the program in cohorts of around 15-20 people, undertaking both individual and group learning and development. At a high-level, each cohort will participate in the following activities spread across a 6-month time period..

| Program Elements | Format |
|---|--|
| Orientation | 2-Hour Video Conference |
| LSI Assessment & Debrief | The LSI Assessment will provide a basis for individual reflection and assist participants to understand their strengths and to identify areas for development. |
| Module 1: Self-leadership and Living Our Guiding Principles | Full-day workshop |
| Module 2: Building and Sustaining Our Relationships | Full-day workshop |
| Coaching Session 1 | 1-hour coaching session |
| Module 3: Creating a Culture of Partnerships | Full-day workshop |
| Coaching Session 2 | 1-hour coaching session |
| Refocus Session | Full-day workshop |



The Fine Print

This program represents a significant investment in our people and their capability. To maintain fairness for all, any team member selected to participate must work with their Manager to ensure they can attend all events associated with the program (or else forfeit their place till a future program commences).

There are no prerequisites for participating in this program. If you have recently completed an LSI you will not be required to do so again, however this will be confirmed on an individual basis.

FEEDBACK FROM FINANCE TEAM MEMBERS WHO HAVE PREVIOUSLY PARTICIPATED IN THE PROGRAM

