






## Cultivating Winning Relationships™


Morag Barrett



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## Making Connections

- ▶ Find one other person in the room that you do not know well.
- ▶ Introduce yourself.
- ▶ Identify one way you can help one another be more successful.



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## Relationships Matter



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## AUDIENCE POLL: Cultivating Winning Relationships

- A** • I use relationship management concepts all of the time and could teach others.
- B** • I think about it but not as much as I should or could.
- C** • I have never thought about it.
- D** • I'm just hanging out. I couldn't decide which session to attend.

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## Relationships Matter

- ▶ This is a **team sport**, **collaboration** is critical for **mutual success**
- ▶ You can not **high-perform alone**
- ▶ It is your **responsibility** to **Cultivate Winning Relationships™**

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## Who Influences Your Success?



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### Cultivating Winning Relationships™

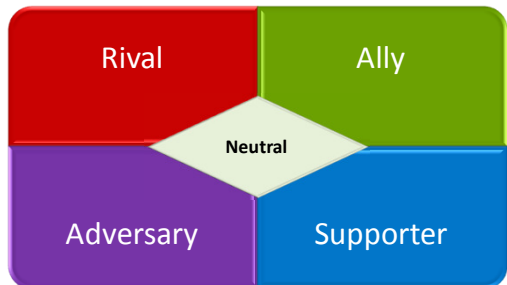


"I am **dependent** on these people **for my success**.

Therefore, it is in my best interest to ensure **their success**."

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### Skye Associates' Relationship Model™



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### Characteristics: ALLY Relationships

- ▶ Makes the rules of engagement explicit.
- ▶ Provides tough feedback to help you improve.
- ▶ Protects your reputation, even when you are not present.
- ▶ Addresses conflict with you head on, before it becomes an issue.
- ▶ Builds your confidence and helps you to feel better about yourself, not worse.

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### Characteristics: SUPPORTER Relationships

- ▶ Pays lip service to the "rules of engagement."
- ▶ Is a cheerleader during the good times.
- ▶ May not go "over and above" to help you out in tough times.
- ▶ May not take a personal risk for your reputation, will not "stick their neck out."
- ▶ Relationship remains mainly transactional.

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### Characteristics: RIVAL relationships

- ▶ Chooses to ignore the rules of engagement when it suits them.
- ▶ May initiate or take part in negative conversations when you are not present.
- ▶ May take opportunities to cast doubt on your competence.
- ▶ May allow conflicts to go unaddressed.
- ▶ Withdraws from you when you are in trouble.

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### Characteristics: ADVERSARY Relationships

- ▶ May deliberately create issues that may cause you to fail or damage your reputation.
- ▶ May demonstrate hostile behavior or highly charged and aggressive interactions.
- ▶ Will collect "evidence" of your mistakes and use this against you.
- ▶ Will allow conflict to fester and may not address it constructively.
- ▶ Will openly criticize you to others.

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### A Different Mindset

Competing	Completing
<ul style="list-style-type: none"> <li>▶ Go-getter/me first.</li> <li>▶ Scarcity mind-set/win-lose.</li> <li>▶ Destroys trust.</li> <li>▶ Single thinking/my good idea.</li> <li>▶ Assumes hidden agenda.</li> <li>▶ It's my success OR others success.</li> </ul>	<ul style="list-style-type: none"> <li>▶ Go-giver/organization first.</li> <li>▶ Abundance mind-set/win-win.</li> <li>▶ Develops trust.</li> <li>▶ Shared thinking/our good idea.</li> <li>▶ Assumes positive intent.</li> <li>▶ It's my success AND others success.</li> </ul>

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### Tactics for Troubled Relationships

- ▶ Have a 'baggage' conversation
- ▶ Leverage your Supporters and Allies
- ▶ Clarify the rules of engagement – the WHAT and HOW
- ▶ Candor and accountability
- ▶ Let It Go

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### Tactics for Stronger Relationships

- ▶ Be a connector
- ▶ Ask for help (and then be prepared to take it!)
- ▶ Say thank you
- ▶ Assume positive intent
- ▶ Remain curious

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### How Can YOU Be A Better Ally?

- ▶ How dependent are you on each other for success?
- ▶ How are you currently competing with each other?
- ▶ How have you contributed to the current state of this relationship?
- ▶ How does your attitude towards this relationship need to change?
- ▶ Do you speak about others as if they were present?
- ▶ What steps can you take to cultivate a winning relationship?

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