



“The ability to strategically develop effective relationships is a key to effective leadership.”

## Leadership Component 2: Influence

### Building Value-Based Relationships

#### Workshop Overview

Often managers are passive about their relationships. They form relations based on familiarity, similar interests, or agreement. The ability to strategically develop effective relationships is a key to effective leadership. In *Building Value-Based Relationships*, managers are introduced to the importance of strategically developing relationships. They are taught a process for developing relationships based on delivering value to others and receiving value back from others. Managers are shown how to establish a habit of bringing value to others. They are shown ways to introduce others to the importance of providing and receiving value in their relationships. Managers are shown how to address relationships where value is not being transferred to both parties.

#### Workshop Objectives

1. Managers begin to think like leaders and strategically develop relationships.
2. Managers understand a process for establishing relationships based on a 2-way transfer of value.
3. Managers understand how to introduce others to establishing relationships based on 2-way value transfer.
4. Managers understand how to sustain relationships based on value transfer and how to correct relationships where value is not being transferred both ways.

#### Take-Home Value for Managers and their Company

1. Managers begin to establish relationships with their employees based on the 2-way transfer of value. Their ability to lead, coach, develop, and mentor employees will be greatly enhanced.
2. Managers begin to think strategically about their relationships. They begin establishing peer relationships and relationships with their superiors based on the transfer of value.
3. The culture of the company moves towards a value-based culture. The company will become more effective over time.

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### **Time Frame**

Half day

### **Post-Workshop Coaching**

Steve Dudley Associates is committed to the successful application of our workshop materials. We offer one-on-one coaching as a value-added option for each of our workshops. Please click on the “Coaching” tab to see a description of our workshop follow-up coaching program.

Workshop: *Building Value-Based Relationships*

Recommended coaching sessions: 2-4

Suggested areas of coaching support:

- Establishing value-based relationships with employees, peers, associates, and superiors.
- Thinking strategically about relationships.
- Correcting relationships where value is not being transferred between the parties.

### **Group Facilitation**

Steve Dudley Associates can facilitate senior management and companywide meetings to introduce the concept and benefits of value-based relationships, paving the way for the managers to begin establishing their relationships on the basis of 2-way value transfer.