

## PARTNERING LEADERSHIP ACADEMY

An initiative to inspire more partnering leadership excellence in our business world

### **Our vision**

We imagine a business world in which every business partnership is truly prospering and inspiring – in terms of both, economic *and* human regard.

### **Our mission**

#### **For a more partnering business world.**

Inspiring a partnering leadership paradigm shift in knowledge, competence and spirit around the globe.

### **Our purpose**

EVERY LEADER who chooses to shift towards a more partnering leadership paradigm can access learning, teaching and community exchange opportunities to build and broaden partnering leadership knowledge, competence and spirit in ones' own professional context. We aim to contribute to this paradigm shift on an individual, team, organizational, and collective level:

- 1. Contribution on an individual level:** Providing a state-of-the-art body of knowledge on partnering leadership for self-, team- and organization-development purposes.
- 2. Contribution on a team level:** Providing open enrollment programs and workshop kits to build a culture of partnering leadership among leaders, in teams and organizations.
- 3. Contribution on an organization level:** Providing a systematic and evidence-based partnering management framework, including partnering performance KPI, goal setting, processes, structures, quality and governance models.
- 4. Contribution on a collective level:** Hosting a forum, think tank, lab, and incubator for fueling partnering leadership excellence, quality, research and analytics.

### **Why and why now**

It's become exceedingly visible that the need for professional partnering leadership has never been greater – on the geopolitical scene as much as in business. Under our existing, predominant hierarchical leadership concepts, we are creating competitive advantages more and more at the expense of humanity and the resources of our planet.

Rising conflicts, divisiveness, increasing rates of psychological disorders, high failure rates of complex projects and a constantly declining trust in current leadership, indicate that partnering leadership is both urgently needed and underdeveloped. There is a need to shift our competitive and hierarchical ideas of leadership towards a partnering paradigm in order to include and align the diverse interests and values necessary in an ecosystem economy and necessary for a flourishing human- and freedom-based democratic civilization.

Only if we consciously grow our mastery in co-creation across any boundaries, we will be able to build the necessary innovative solutions to protect our planet, maintain social peace and realize the 6-15% economic performance surplus which is estimated to be related to effective partnering collaboration – and that's only the estimation for multidivisional firms.

### **Our Ambition**

With the Partnering Leadership Academy (PLA) initiative, we strive to become a thought leader and go-to provider for partnering leadership excellence worldwide by developing and establishing a virtual platform with self-development and community-learning programs for leaders, consultants and academics:

- **Library:** Guides, books and stand-alone tools, such as excel lists, canvases and assessments, video content, etc.
- **Assessments:** Online self-assessments, team assessments, partnership culture assessments, etc.
- **Workshop Kits:** Ready-to-go workshop kits for team leaders, facilitators, etc.
- **Group Learning Offerings:** Traditional seminars about partnering leadership, webinar series with guest speakers, combined with peer or individual coachings, 6 or 12 month membership programs, etc.
- **Expert Community Exchanges:** Conferences with call-for-papers, working groups, whitepaper and research initiator for partnering leadership excellence and analytics.

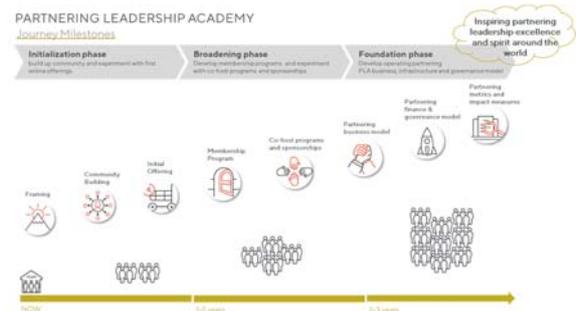
### About the PLA Initiative

At this point in time, the Partnering Leadership Academy idea is a private business initiative by Human Facts AG, Management Consulting Switzerland. Over the last decade, we have assisted many organizations to shift from silo-thinking and unhealthy competitive patterns to a partnering leadership culture. By igniting a partnering leadership approach, leaders were able to unleash together higher levels of shared purpose, meaning, openness, commitment, trust, an overall inspired collaborative energy. With higher rates of productivity, growth and engagement as a result. At the encouragement of many, we are excited to share this large reservoir of knowledge now to a broader community by establishing the Partnering Leadership Academy.

### The Initiative Journey Milestones

As part of the first phase of the PLA initiative, we start by translating our existing reservoir of partnering leadership know-how into open-access formats as initial offerings. However, looking forward, the PLA aims to evolve over 2-3 years' time, step-by-step, to become a home for offerings from other experts, organizations,

firms and institutions, too. At the end, our goal is that the PLA is a «partner-to-partner» model, based on a co-funded marketing, quality management and peer-reviewed governance model.



### We'd love to invite you to join!

**Become part of our evolving community right from the beginning – we've just begun!** It's

with much excitement, and at the same time humility and respect, that we at Human Facts embark on this Partnering Leadership Academy journey over the next coming years. Clearly, this mission is far bigger than us and that's why we'd like to invite you to join:

- **Join our community** by subscribing to our free PLA Newsletter allowing us to keep in touch with you about our evolving Partnering Leadership Academy community and offerings.
- **Your voice matters to us!** What offerings would you like to see? Please reach out to us and share any experiences, questions, feedback, ideas, stories and wishes you might have!
- **Want to actively help?** Great! Let's get in touch – there is a lot to do :-)

It's an honor for us to support you in making a difference in this world through partnering leadership! Thank you for joining in creating a more partnering business world together!

With much gratitude,

*Eva Bilhuber*



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 Founder PLA Initiative  
 Managing Partner Human Facts AG