

Enterprise Learning Areas of Expertise

Vantage Partners thinks of and approaches training not simply as an activity focused on dissemination of information and equipping people with new skills. Instead, our training and skill development engagements are focused on ensuring that individuals do in fact change the manner in which they do their jobs, in a way that translates directly into better business results. We tailor the design and content of our programs to reflect each client's specific business and learning objectives.

Negotiation



From partner to partner; function to function; colleague to colleague; your company's success — both in gaining value and maintaining relationships — depends on how well your employees negotiate.

Joint problem solving — not competing

Based directly on the seminal best seller, *Getting to YES* — co-authored by Bruce Patton, one of our founders — and our 30 years of client work, our negotiation training has helped our clients to create value, build relationships and produce superior results that are sustainable over time.

Influence



Achieving work objectives and getting our day-to-day work done is dependent on our ability to effectively influence others. Even executives and managers should not simply impose decisions on others and compel them to act.

Joint Problem Solving — not just getting others to do what we want

How we think about influence is critical to the results we achieve. The Vantage view of influence is one of joint problem-solving — focusing first on understanding each other before seeking agreement. This approach leads to improved trust, stronger working relationships, and increased learning, innovation, and creativity.

In our programs, participants are introduced to a set of powerful principles and practical tools for an effective joint problem-solving approach to influence in a wide range of situations.

Matrix Management



Complex organizational structures are now the norm. But organizational harmony only exists when there is a healthy tension among all segments. Unhealthy matrix organizations will lead to frustration, ineffective decision-making and a stagnant organization.

Across geographies, product lines, shared services, business units

Navigating through the key challenges of a matrix structure — multiple reporting lines, unclear decision-making authority, parallel priorities — requires a different mindset from that of a traditional hierarchical structure.

Our programs are built around three key components — shifting mindset, building skills and competencies, and equipping participants (and organizations) with tools necessary for effectively navigating and working in a matrix structure.

Leadership



The traits that lead people to success early in their careers are often the very traits that cause failure in a leadership role.

Developing today's and tomorrow's leaders

In a hyper-competitive and dynamic global marketplace, effective leaders — at all levels of the organization — are perhaps the best form of sustainable, competitive advantage. Building leadership talent is therefore a critical investment in enterprise growth, profitability, and success.

Our programs are built around a 21st century model of leadership that addresses the challenges of globalization, a constantly changing environment, and the pervasiveness of matrixed organizational structures. We help senior executives, middle managers, and individual contributors to cultivate the skills, behaviors, and mindset required to exercise effective leadership, both formally and informally, as called for by their specific roles.

Difficult Conversations



Having tough conversations in the workplace — about performance, resource allocation, timelines, or even interpersonal friction — are inevitable. When not handled correctly, the costs can be heavy.

Turn difficult conversations into opportunities for shared learning

Our Difficult Conversations courses are based on the approach outlined in our best-selling book *Difficult Conversations: How to Discuss What Matters Most*.

Although the topics themselves may be inherently challenging, when we address them skillfully they can be powerful opportunities to strengthen working relationships and achieve more optimal business results.

Conflict Management



Conflict is inevitable in organizations — differences in perspectives, competing goals and objectives, access to different information, and disagreements on strategic focus.

Many organizations associate the term “conflict” with fighting — a significant breakdown of some sort — and something to be avoided. We disagree.

Conflict is not only unavoidable, it is essential

The issue isn't the presence or absence of conflict. Rather, it's about how we work with it to find innovative solutions, stimulate organizational learning, and strengthen relationships.

Dealing with conflict is simple, but it isn't easy. Our methodology helps participants understand how to navigate conflict while providing a safe learning environment to practice new ways of dealing with tough issues.

Managing Change



Managing change fluidly is a critical professional competency. Change is the norm at all levels of organizational life, from shifting market conditions that disrupt carefully crafted strategies, to continual reorganizations, and evolving business processes.

The ability to work with change is vital

Our programs equip participants to handle the human side of change and develop solutions to pressing business problems. We provide participants with a set of skills to influence the course of organizational change, handle resistance and pushback, obtain buy-in from critical stakeholders, and align competing agendas around optimal outcomes.