

The Same Page Programme™

The **Same Page Programme™** provides an interactive framework which fosters new working relationships between organisations. It allows better understanding, helps in the creation of shared vision and changes attitudes and behaviours. It promotes energising dialogue and collaborative action.



Our programme promotes a dialogue which respects the integrity and position of all participants. It creates a focus of positive energy to achieve mutually beneficial outcomes. It includes pragmatic and specific action plans and timely and thoughtful follow-ups.

What we do

Our involvement is usually initiated by one of the parties in the relationship. The key stages following the initial discussion are:

1. Definition

In this first stage, People Energies™ engage with both, or all, parties to review the motivation for engaging with the Same Page Programme™. This will include an initial definition of the issues and desired outcomes, discussed with each party individually. Confidentiality Agreements are completed at this stage.

People Energies™ will produce an interim report with detailed proposals on the next steps.

3. Development

All parties present their perspectives and these are explored in a moderated discussion. Confidentialities are respected throughout. Part of this session is the envisioning of what *could* be and the development of plans to start to realise those possibilities. The session is grounded in agreed plans and timescales.

2. Discovery

Informed by the learning from the Definition Stage, People Energies™ will initiate more in-depth and broader dialogue with representatives of each organisation separately. The key here is creating the environment for issues to be expressed and explored frankly and in full. The work completed in these sessions leads to the preparation of presentations to be heard and discussed in a plenary session.

4. Delivery

People Energies™ act as flexible facilitators for a period as new working practices and communication styles become embedded. This stage includes a review meeting where progress towards the project targets and desired outcomes is assessed. This is a collaborative process. The successful completion of selected shorter term projects contributes significantly to the adoption of new processes and ways of working.

How we do it

As a neutral party we can approach the situation in ways which those directly involved cannot do. We get to ask the obvious – and less obvious – questions that may otherwise go unexplored.

We do this

- with respect – for the individuals involved and their organisations
- with integrity – we stay on course and we are sensitive to confidentiality issues
- with imagination – we encourage the exploration of convention-challenging, relevant angles
- with positive energy – we focus on the achievement of win-win outcomes
- with open minds – we are sensitive to the emergence of new possibilities
- with the benefit of experience across markets, industries and years

What will happen to the business relationship?

- The old stereotypes will be dropped.
- A supportive, constructive environment will develop and become self sustaining.
- New patterns of communication will emerge.
- Waste will be reduced, creativity will flourish and profitability will increase.
- With each success, the virtuous circle will be reinforced.

Successes

- A group of brewers developed a new way of sharing market knowledge for their mutual benefit.
- Total was able to help a major client to save costs by sharing information that it was legally obliged to produce for its own safety audits.
- Tesco worked collaboratively with the major confectionery suppliers in a novel way. Point of sale methodologies were improved as a result.

As you've read this, you may already have had thoughts about how your organisation could realise the benefits of the Same Page Programme™. Every situation is unique, with its own context, challenges and history. Please call us and we will be happy to talk.

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Positive Productive Profitable

Contact details

Anne Morrice

T: 08456 447664 /
00 44 (0) 1904 428452
E: anne@peopleenergies.com

Richard Morrice

T: 08456 447665 /
00 44 (0) 1904 428450
E: richard@peopleenergies.com

www.peopleenergies.com

people
energies

