



SAMPLE: Leader-Led Learning Module

ALIGNMENT

CREATING "WIN/WIN" SOLUTIONS

CORE QUESTION	What can the team do to create "win/win" solutions and resolve conflicts/lack of alignment with other functions/business units?	
COMPLEXITY LEVEL	More Challenging	
QUICK HIT 	Purpose: To resolve conflicts/lack of alignment with other functions/ business units. <ol style="list-style-type: none"> 1. Explain the purpose of the Module by relating it to the team's current or future business goals. 2. This is a role-play exercise. Identify a business unit (within your organization) with whom you interact regularly and where your relationship could be improved to maximize value for your group and the organization as a whole. <ul style="list-style-type: none"> ➤ Have one team member prepare a conversation with a representative of that unit. The purpose of the conversation is to tell the other business unit's representative, "Here's what you do that frustrates us." ➤ Have another team member prepare to role-play a representative from that business unit meeting with your group. The purpose of the conversation is to tell your group, "Here's what you do that frustrates us." 3. Have the two (2) team members role-play the conversation in front of the team. 4. After 10 minutes, conclude the role-play. Brainstorm ways your team could create a greater level of collaboration with this business unit through a "win/win" strategy that would maximize value for both parties. 5. Debrief the simulation by asking team members what they learned about re-thinking assumptions about their responsibilities as leaders. 6. Make a commitment to implement the ideas from this Module. 	Pre-work 10 minutes 20 minutes 5 minutes
IF YOU HAVE MORE TIME 	<ol style="list-style-type: none"> 7. Discuss how <i>two or more</i> functions/business units within the organization could <i>collaborate</i> in order to maximize value for the organization. 	20 minutes
MATERIALS	Flip chart paper and markers	
LEARNING POINTS	Teams should be able to define and achieve a "win/win" solution between groups within the organization.	
FOLLOW-UP	Create an action plan and follow-up on any ideas that come from this Module.	