



Kraft att förändra.

Focusing the Power

Building Spectacular Partnerships and Building Spectacular Mergers

Conflict—Threat or Opportunity?

Internal conflict can be the most serious and destructive force an organization faces. Decisions can take forever—personal agendas override corporate priorities—critical information is not communicated—productivity is lost!

In a competitive marketplace, it is essential for successful organizations to harness and redirect the energy consumed by conflict and redefine it as positive opportunity. When conflict is replaced with mutual trust and respect, the bottom-line impact is immediate.

- Communication is stronger and more effective.
- Politics and power plays are dramatically reduced.
- Commitment is strengthened.
- Faster, quality decisions prevail.
- Action is swift and focused.

Building Spectacular Partnerships

The theory and techniques of Grid conflict resolution provide an essential tool for creating and maintaining synergistic relationships.

1. Based on extensive and proven behavioral research, Grid International has assisted companies in addressing and resolving organization conflict since 1961.
2. Through a series of measured activities, teams solve problems with an emphasis on shifting the character of a relationship from negative to overwhelmingly positive.
3. The program's strength lies in its self-convincing learning and emphasis on mutually developed solutions.

Used between management and union, subsidiaries, purchasers and suppliers, divisions and departments, project teams and individuals, Building Spectacular Partnerships provides a proven means of forging resilient, healthy, and productive relationships.

“I have witnessed remarkable relationship building using the Grid program. The end result goes directly to the bottom line.”

Brian Piwek, Co-Chairman and CEO, A & P Canada Inc.

Building Spectacular Mergers

Effective integration of corporate cultures is critical to a successful merger. The reality is that over 80% of mergers fail to attain their anticipated potential due to issues such as organization history, people, culture, and misunderstanding.

Building Spectacular Mergers aids participants to explore the conditions necessary for building a sound relationship. Basing newly developing relationships on mutual trust and respect lays the foundation for achieving cooperation, sound communication, and increased productivity.

The seminar facilitates participants in diagnosing the operational and cultural elements of the merger and surfacing, identifying, and overcoming barriers to its success.

Structured around mutually determined goals and objectives, participants design a collaborative strategy to achieve the full potential of a merger.

The theory and techniques of Building Spectacular Mergers are an essential management tool for creating and maintaining a successful merger.

“In the merger of Pharmacia and Upjohn in Japan, Grid has been an important element of building the new company and the new culture.”

Jan Heiniö, CEO, Pharmacia & Upjohn, Japan

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