

## The Partnership Blueprint: A Preview

### ***Creating Systems for Sustainable Relationships at Work***

At Leverage to Lead, we believe great workplaces don't happen by accident. They are shaped by leaders who invest in clarity, trust, and sustainable systems—especially when things are complex, uncertain, or changing fast.

This preview offers a glimpse into the **Partnership Blueprint**—our approach to building strong, human-centered relationships that are supported by intentional structures.

### **What Are the Foundations of Partnership?**

At the heart of the Partnership Blueprint are **five foundational elements** that help teams thrive:

- **Stability** – Clear expectations, consistent structures
- **Trust** – Open communication, transparency, and feedback
- **Agency** – The freedom to voice ideas and shape decisions
- **Growth** – Opportunities for learning, reflection, and curiosity
- **Expansion** – The chance to lead, influence, and innovate

👉 *In the full Blueprint, we show how each of these shows up in day-to-day operations, and how to build the systems that support them.*

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**Ready to talk about how to implement the Partnership Blueprint with your team?**

<https://leverage2lead.com/contact/>

## **A Leadership Exercise — Defining Expectations**

One of the most powerful tools we share is deceptively simple:

**“What do I actually expect from my team?”**

Reflect on the following:

- What responsibilities—both tangible and intangible—do you need your direct report(s) to hold? Consider deliverables, timelines, communication styles, collaboration practices, etc.
- What expectations have been *assumed* instead of clearly stated?
- What might change if all team members had shared language around these expectations?

*This is one of the foundational activities in the full Partnership Blueprint. It helps leaders, in partnership with their teams, step into clarity—and unlock deeper trust.*

## **Rethinking Performance Reviews**

The full Partnership Blueprint includes a tool called the **Partnership Review Process**—a structure that reimagines performance evaluations as collaborative, relationship-strengthening conversations.

We don’t ask, “How are they performing?” We ask, “How are we working together?”

We focus on this system because it requires the organization to **build and maintain many other systems**:

- up-to-date and values-aligned job descriptions
- compensation philosophy and scale
- equitable hiring processes
- human-centered onboarding

*In the full program, we guide you through how to set this up, how to hold the conversations, and how to use it as a regular practice—not a once-a-year performance event.*