



# Organisation Partnering Indicator (OPI)

## What is OPI?

People know that organisations differ in their size, structure and purpose. They also differ in character. Organisation character differences exist between organisations and they also differ within a single organisation. Even in tightly integrated organisations, marketing and finance have different characters.

Often the value of these and other relationships comes from bringing together the different experience and expertise from each partner. But this also means bringing together organisations and functions with very different cultures, systems and ways of working. The reality is that to exploit the potential you must have or create an environment that fosters and supports effective collaborative working.

Our focus is on making these collaborative relationships work. We help businesses and their leaders evaluate their need to collaborate and move from inward-looking, self-protecting behaviours to an understanding of the areas of interdependence within and between organisations and the potential for additional value that this can create.

Building on the Organisational Character Index, which aims to express the behaviour of organisations using Myers Briggs terminology, (in partnership with Socia) we offer a tool to analyse the characteristic partnering style of an organisation or business unit. The Organisational Partnering Indicator uses the Type terminology of the MBTI to:

- ▶ Describe the character of an organisation.
- ▶ Identify the typical partnering style, partnership contribution and likely blind spots.
- ▶ Indicate how other groups may experience working with the organisation.

To use the OPI, a sample of managers complete a simple questionnaire about the organisation's processes, systems, characteristic behaviours. We provide feedback and in development workshops address the implications for the business.

## For More Information

If you would like to find out more about the OPI, including an example of organisations preferences for partnering and collaborating, please contact us at [info@tealconsulting.co.uk](mailto:info@tealconsulting.co.uk).

## CONTACT US

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