

What is Partnering with Your Peers?

WFH changes and looser networks of collaboration lead us to start new projects while postponing the usual ones and use personal influence rather than positional power. Partnering with your peers is depending upon colleagues over whom you have no authority with the help of the personal influence rather than positional power to get your job done successfully. There are two types of partnering with your peers.

- 1) *Fostering network inside your organization*: Cultivating ongoing relationships with the peers who would genuinely invest in your development.
- 2) *Making your so-called peers your allies*: Defusing the negativity and reorienting the relationship around shared goals and interests with the peer who got passed over when you were promoted, the insecure colleague who needs to be right about everything or the coworker who openly disdains your personal style.

Benefits of Partnering with Your Peers

By Partnering with Your Peers through appropriate communication channels, you could

- guide employees on how to partner with peers
- develop your personal influence (demonstrating trust, credibility, and alignment)
- obtain and share information more easily
- form coalitions around shared goals.

How to Partner with your Peers

- *Foster a network inside your organization*
 - Seek out people with whom you have a rapport and who are genuinely invested in your development.
 - Cultivate ongoing partnerships in which you have a reliable stream of give-and-take.
 - By creating these connections before you need them, you will be in a much better position to influence positive outcomes with and through others in your network.
- *Make your so-called peers your allies*

Initiate a one-on-one small talk — maybe afternoon coffee time using workplace chat —and follow these techniques below according to your situation.

 - Redirect: Help your colleague channel their negative emotions away from you by being honest about the source of tension: “I know it might seem like we’re supposed to have totally different perspectives, but I think it’s great that you’re the only person here I can talk to about X topic and trust I’ll get an honest, smart response.”
 - Reciprocate: Give before you ask. Show them you are willing to give a tangible action you can take now to make good on that commitment. This reinforces that you want to establish an ongoing relationship rather than just ask for a favor.
 - Reason: Make a clear, plausible suggestion of how you think you two could work together to support the success of each other and the organization. Consider putting an end date on your offer. This will create a sense of urgency or importance associated with the discussion, without demand or pressure.