Unitar Online Catalogue

UNITAR RISE-LAB 2026 Sudan Phase Two: (Webinar 4) Partnerships and Leadership

Prosperity

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项目领域 :	Leadership, , Entrepreneurship
网址 :	https://unitar.org/sustainable-development-goals/prosperity/our-portfolio/entrp...
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背景信息

The session “Partnerships and Leadership,” presented by Dr. Michael Fors, introduced practical approaches for developing productive business partnerships and leading people, teams and organisations. It linked the choices entrepreneurs make about partners, responsibilities and resources with the leadership behaviours required to deliver results and create a positive impact. Drawing on

experience with high-performing organisations, the presentation combined strategic considerations with a broad toolkit for everyday leadership.

Partnerships were examined as opportunities to share ideas, capabilities, resources and risks, but also as relationships requiring careful selection and management. The session then explored leadership as a responsibility to serve others, develop people and achieve meaningful outcomes. Its central emphasis was that effective leaders must attend to both people and results while adapting their methods to different teams, decisions, projects and situations.

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The session aimed to strengthen participants' capacity to assess, initiate and manage partnerships that support their business or organisational goals. It highlighted the need to align partner selection with strategy and customer needs, clarify commercial and operational expectations and recognise potential risks before making commitments.

It also aimed to equip participants with practical leadership approaches for building high-performing teams, setting measurable deliverables, selecting suitable decision-making methods, conducting effective meetings, communicating clearly, managing conflict and guiding others through change. A further objective was to encourage reflection on leadership values, personal responsibility and the positive legacy that participants wish to create.

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By the end of the session, participants were expected to be able to:

- Identify the opportunities and risks of business partnerships and describe practical criteria for selecting and managing partners.
- Explain servant leadership and the importance of developing people while achieving organisational results.
- Recognise the elements of a high-performing organisation and use team deliverables and behavioural agreements to improve accountability.
- Adjust their leadership approach through directing, coaching, supporting or delegating according to team members' experience and capacity.
- Apply basic tools for project framing, decision-making, effective meetings and active listening.

- Describe constructive methods for resolving conflict and supporting teams through organisational change and transition.
- Reflect on personal leadership tendencies, strengths and desired long-term impact.

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The presentation began with partnership development. It described potential advantages, including shared resources, expertise, ideas and risks, alongside challenges involving intellectual property, revenue sharing, competing priorities, cultural differences and unequal contributions. Practical guidance included checking strategic fit and customer alignment, clarifying roles and deliverables, agreeing on ownership and commercial terms, assessing distribution arrangements, and starting small before expanding a partnership.

The session then moved from leadership literature to a reflection on individual leadership capacity and responsibility. Servant leadership was introduced as an approach in which leaders put the needs and development of others at the centre of their work. Participants were encouraged to consider how their actions help people grow and how they would like to be remembered as leaders.

The leadership toolkit first addressed organisational and team performance. The Forsian Leadership System presented ten connected elements: vision and strategy, portfolio, structure and workflows, partnerships, leaders and managers, culture and values, financials and resources, results and impact, governance, and personal leadership. The Tuckman model of team development was used to explain forming, storming, norming and performing. Two complementary management tools were emphasised: clear deliverables specifying what team members must produce, and a team charter describing how they will work together.

For practical accountability, the presenter proposed defining tangible team outputs, owners, milestones, due dates, success indicators, resources, dependencies, risks and review cycles. The session also introduced situational leadership, distinguishing directing, coaching, supporting and delegating according to the competence and experience of the people involved. A project-framing checklist covered the business problem, solution, scope, audience, resources, assumptions, risks, governance, communications and measures of success.

A further section examined decision-making, including the need to clarify who decides, who is consulted, who can approve or veto and who needs to know the outcome. Consultative, consensus, authoritarian and voting approaches were compared in terms of speed, participation and commitment. Guidance on efficient meetings covered agendas with desired outcomes, the roles of facilitator, gatekeeper, timekeeper and recorder, and concise minutes documenting decisions, action owners and due dates.

The closing practical topics addressed communication, conflict and change. Active listening, appropriate tone, open-ended questions and constructive feedback were highlighted. For conflict resolution, the ADOPT criteria emphasised direct, objective, positive and timely discussion, supported by “I” messages that describe observable behaviour and its effects. The presentation also outlined Kotter’s eight-step change process, Bridges’ stages of individual transition and a self-reflection model of different leadership and working preferences.

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The presentation used a structured expert-led format with leadership models, comparative tables, practical examples, reflective questions and ready-to-adapt management templates. Illustrations and examples were used to make abstract leadership concepts easier to connect to partnerships, business operations and team management.

The slides provided practical formats for team deliverables, meeting agendas, minutes and decision-making arrangements. Reflection prompts on personal leadership, team behaviour and change encouraged participants to consider how they might apply the methods in their own work. The supplied presentation does not specify a separate group exercise or a mandatory post-session assessment.

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Participants in UNITAR RISE-LAB 2026, particularly aspiring entrepreneurs, business owners and emerging leaders in Sudan and South Sudan who need to collaborate with partners, guide teams, make business decisions or manage change in challenging operating environments.

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The session was presented by Michael Fors, Ph.D. Its distinctive feature was the integration of partnership management and people-centred leadership with an extensive operational toolkit. It presented leadership as service to people and organisations, rather than simply authority or control.

Within the RISE-LAB learning journey, the content is relevant to entrepreneurs who must secure cooperation, build trust, coordinate limited resources and lead teams as their ventures develop. The session materials are a teaching presentation; they do not provide evidence of participant performance or implementation results.