

Relationship Mapping

Adapted from Ulrich et. al., HR From the Outside In

Purpose

The purpose of this exercise is to:

- identify key relationships in your organization that influence its ability to fully engage volunteers;
- reflect on the status of the relationship and how to improve that relationship; and
- meet with colleagues to think about how these relationships can be leveraged to positively influence volunteer engagement.

Instructions

Complete the chart below to identify your primary business partner relationships (if you are large organization, consider both relationships with national office and the field. These are relationships that will help drive engagement success. Consider both the relationships you already have and those that could be developed in the future.

When reflecting on the relationship status, consider the questions listed below and provide an overall relationship rating of 1-3

3 = Exceeds Expectations

2 = Meets Expectations

1 = Needs Development

Questions to consider:

- What is the level of support, assistance, teamwork and collaboration that I provide to the relationship?
- What is the level of support, assistance, teamwork and collaboration that you receive from the relationship?
- What is your ability to manage conflict in the relationship?
- What level of influence do you have on the relationship?
- What level of influence does the other party have on the relationship?
- What level of positivity and inspiration do you provide to the relationship?
- What level of positivity and inspiration do you receive from the relationship?

| Individual Name and Position | Department | Status of relationship (scale 1-3) | What activities does this individual influence? | Strategies to improve the relationship | Status six months later (scale 1-3) |
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