



Relationship mapping

Exploring and displaying informal networks

What is relationship mapping?

- Maps of the informal and unspoken relationship networks – the socioemotional networks
- An essential tool for people building the maturity of group networks, establishing knowledge networks and collaborative relationship behaviour
- A useful means to understand and address the ‘soft’ and ‘unspoken’ aspects of everyday group experience
- Stimulus to develop behaviours to work effectively with the emotional aspects of group life

Results from relationship mapping

- Increases individual and group vitality and performance
- Increased knowledge and information sharing networks
- Strengthens team resilience in dealing with ongoing demanding situations
- Maximises individual and team formal and informal skills and abilities
- Surfaces and resolves issues of group conflict, trust and identity

Where is this method best applied?

- Where collaborative and healthy team relationships are critical to business success
- Companies desiring high performing team culture
- With divisions in silos or problem dominated teams wanting to move to 'one' company
- When teams want to work with invisible forces

It doesn't work



- With authoritarian or leader dominated organisation cultures



- Where individuals and/or team's reside in litigious environments



- With performance or redundancy threats



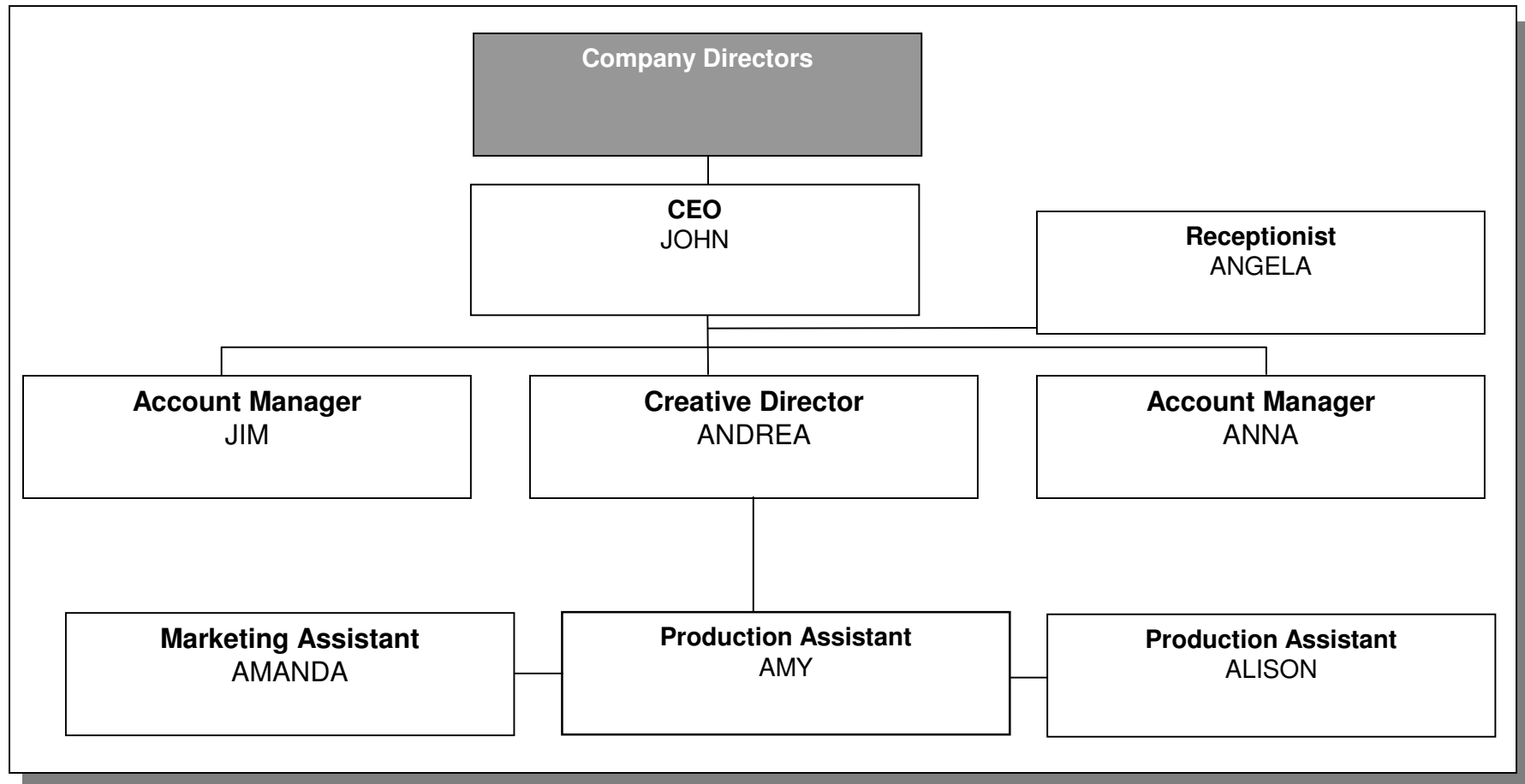
- When maps are withheld from team members

Unique aspects

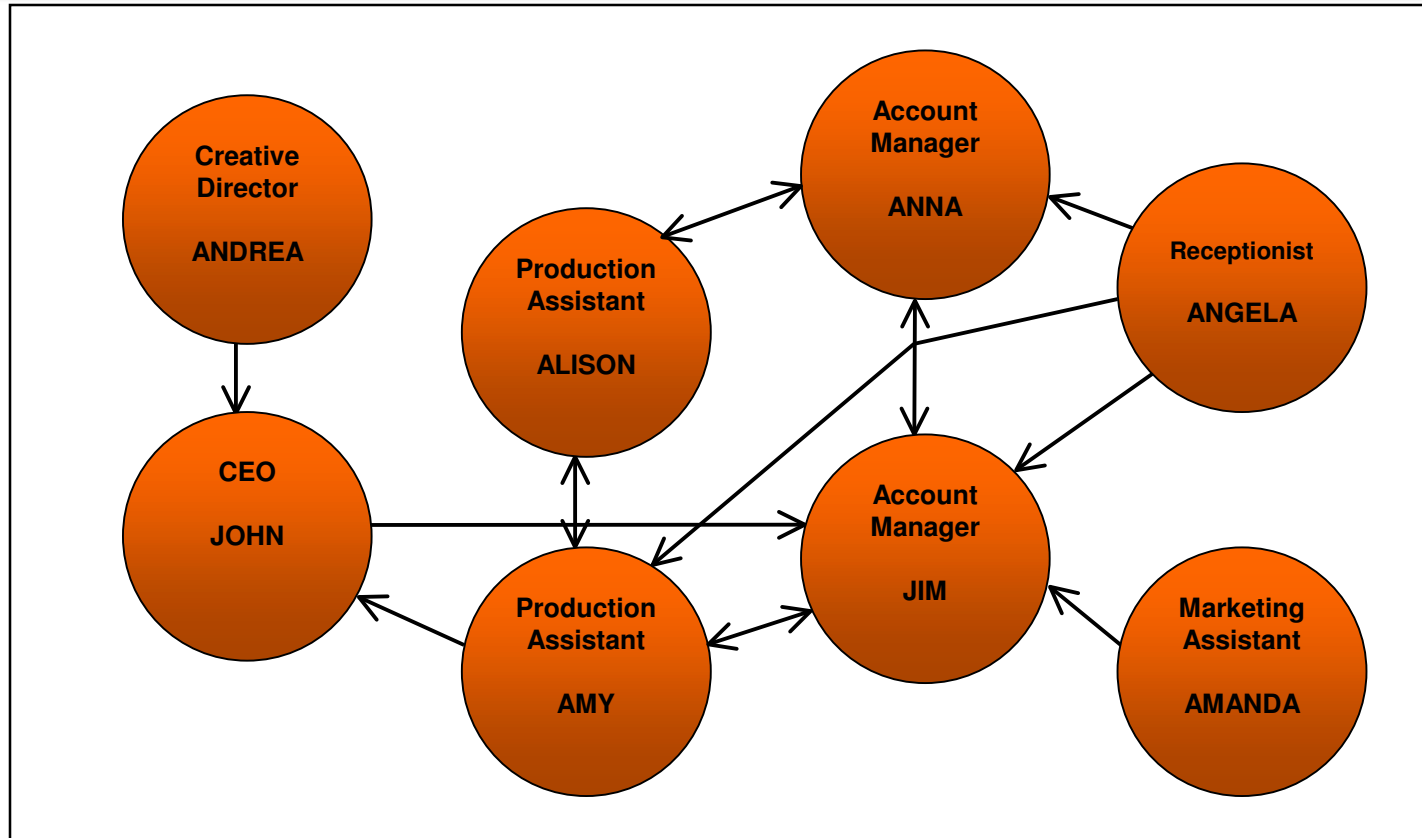
Deals with emotions and passion	
INTEGRATES	Other developmental activities
HOLISTIC	Deals with emotions and passion
PRACTICAL	It is in here and now
ADDRESSES	<ul style="list-style-type: none"> ■ the unspoken and invisible ■ knowledge gaps ■ silo cultures ■ post restructure fragmentation

The formal structure

- the managerial decision structure -



the informal network



Criteria ● *Who do you discuss your work concerns with?*

Better relationships – better results