

Relational mapping

What is it?

Relational mapping is a tool for participants to learn how to assess interdependence and the current state of teamwork among roles, informed by Relational Coordination Theory and the Relational Model of Organizational Change.

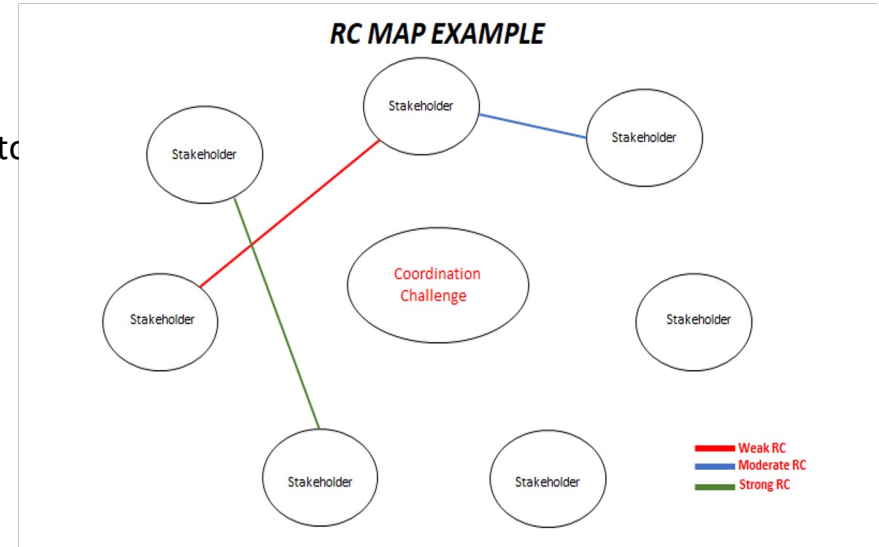
What is it used for?

A relational map is used to

- **Make visible** connectedness and interdependence
- **Engage** multiple stakeholder perspectives to explore and discuss complex performance challenges
- **Surface** sensitive, often unspoken team dynamics in a safe space
- **Develop** early hypotheses
- **Generate** new ideas, insights, and strategies for addressing performance challenges

How to create a relational map

- Identify the **work process**, write and circle it in the center of your sheet of paper or slide.
- List the internal and external stakeholders that need to coordinate to carry out the **work process**.
- Using markers, identify the current strength of RC between stakeholders.

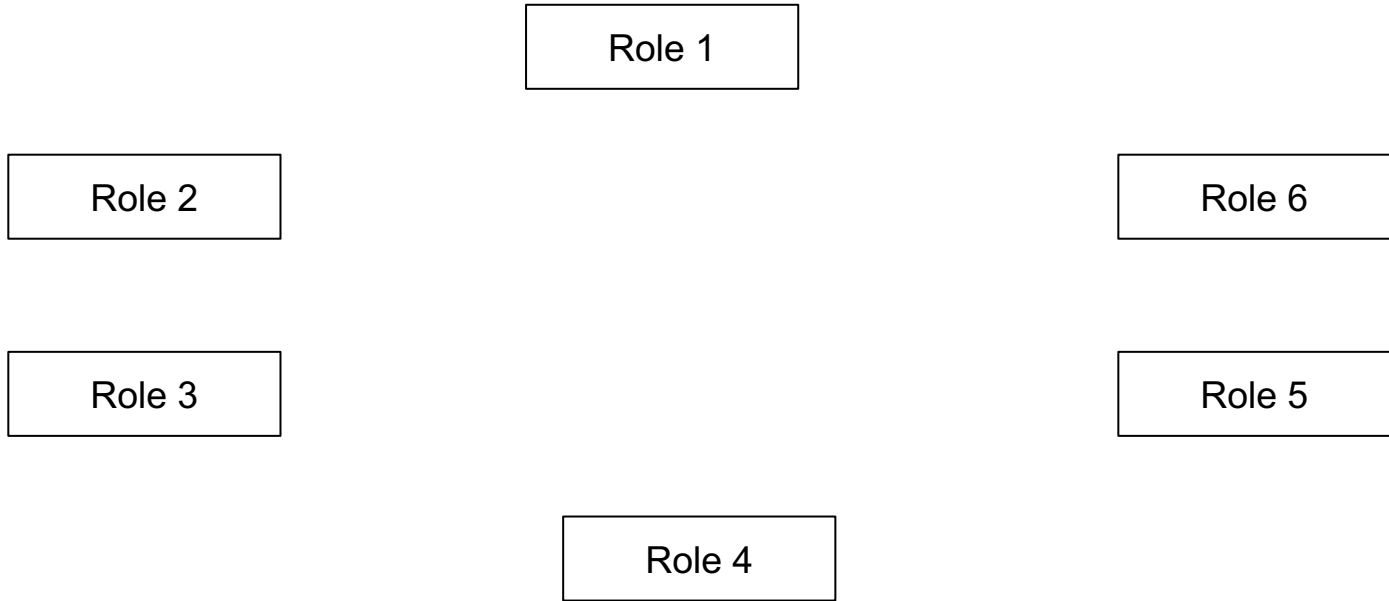







Green lines between stakeholders with strong RC

Blue lines between stakeholders with moderate RC

Red lines between stakeholders with weak or no RC

Your work process here



-  WEAK RC 
-  MODERATE RC 
-  STRONG RC 