

The Relationship Grid

The chances of successful outcomes are higher if directors manage their relationships more proactively so that they can spot when "Green" relationships are turning to "Amber" or "Red".

I have developed a simple tool, called The Relationship Grid, to track relationships using this RAG method:

- On a simple spreadsheet (see below), making each cell a large text box, list your relationships by name in the first column starting with "the business", then yourself, then your Family with a line for each, then your boss if you have one, then peers, then people you lead, then clients, then stakeholders etc.
- Head the second column "PSB" and type in a summary PSB for each relationship as you understand it.
- Head the third and fourth columns with Best Outcome and Worst Outcome over the next hundred working days, roughly one financial quarter.
- Head the fifth column RAG. Regularly rate each relationship Red, Green or Amber and decide what do about each.

My Relationship Grid

Relationship List	Their Purpose Strategy Behaviour Plan (PSB)	Best Outcome 100 Days	Worst Outcome 100 Days	RAG: Red, Amber, Green?
"The business"				
Me				
My Family 1				
My Family 2				
My Family 3 etc.				
My boss				
Peer 1				
Peer 2				
Peer 3 etc.				
Direct Report 1				
Direct Report 2				
Direct Report 3 etc.				
Client 1, 2, 3 etc.				
Stakeholder 1, 2, 3 etc.				
More...				