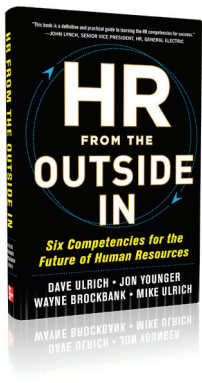


HR

FROM THE
OUTSIDE
IN



TOOL 4.3



Key Relationships Map

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[4.3] KEY RELATIONSHIPS MAP

A high performing HR professional knows what internal relationships are key to his or her success and contribution to the organization. Some of these relationships are obvious – for example, his or her boss. But, others may not be so evident. A 30 year sales person may have unique insight into the culture of the organization and provide critical guidance and help in forming relationships. A junior employee may offer insight into the expectations and needs of Gen Y employees, or provide (as in GE) mentorship in emerging social networking or other technology.

Use the key relationships map below to identify what relationships may be important for you to cultivate, where they currently stand, and what you might do to build the network you need to succeed.

(see [worksheet](#) on next page)

[4.3] KEY RELATIONSHIPS MAP

Example

Directions:

Fill out the Key Relationships Map considering the key stakeholders you currently work with, as well as those you should be working with.

Individuals	Why Important	Status of Relationship	Improvement Ideas
<i>Bill Smith</i>	<i>Key business partner</i>	<i>Strong</i>	<i>Keep in touch regularly</i>
<i>Kermit Havens</i>	<i>CFU</i>	<i>Good</i>	<i>Lunch monthly per his request</i>
<i>Julia Mai</i>	<i>Head of manufacturing</i>	<i>Poor</i>	<i>Attend her monthly staff meeting</i>
<i>Jaqueline Filo</i>	<i>Sales chief</i>	<i>OK, but needs to improve given 2012 priorities</i>	<i>Agree on the priorities to address and work with her team to build a shared and supported game plan</i>
<i>Mark Tomosic</i>	<i>Senior R&D pro; not a manager but very influential</i>	<i>Need to establish</i>	<i>Propose a monthly conversation</i>
<i>Jeff Ng</i>	<i>Strong supporter of HR</i>	<i>Strong</i>	<i>Send articles in areas of his interest</i>
<i>Aurelia Lopez</i>	<i>Vocal critic of HR</i>	<i>OK</i>	<i>Help her address her top priority for change</i>

[4.3] KEY RELATIONSHIPS MAP

Directions:

Fill out the Stakeholder Relationship Map considering the key stakeholders you currently work with, as well as those you should be working with.

Individuals	Why Important	Status of Relationship	Improvement Ideas

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