

# DESIGNED ALLIANCE

The purpose of discussing a designed alliance is to have **clear agreements about how to work together** to set both of you up for success and enjoy the process along the way. It's to consciously create a mutual understanding of what is to be achieved and how to work together to bring the best out of each of you. An alliance can be **designed between anyone in a relationship** such as a boss and employee, colleagues, attendees at a meeting, a project team and even friends and a family. This initial discussion is not a final agreement; rather it is the start of an **on-going process** as things change over time. It's helpful to review the alliance when something changes and regularly if there have been no changes to ensure things are on track. It's about making the implicit explicit.

This will help each of you in the alliance to discuss your roles and responsibilities so you each achieve your desired outcomes and have mutual success. And talk about **how each of you want to 'be' while 'doing' the work**, how do you both want to be in relationship. Designing the alliance is about agreeing how to work together, before you actually start the work (if possible). It can eliminate issues down the road or if you do encounter issues this alliance can be used to improve the situation.

**Use the following questions to design the alliance together**, to reveal assumptions, have both/all of you think about what brings out the best in each of you. Add other questions that matter to each of you.

## ROLES AND RESPONSIBILITIES

What's the purpose of us working together (or being together)? What's the purpose of our relationship now in this context?

Agree the goal(s) and ensure a mutual understanding. Include timing and key milestones.

Clarify each other's responsibility in delivering these goals and realizing the purpose.

What is each of us responsible for delivering with regards to the goal(s) and process?



## RELATIONSHIP

How do we want to be when:

- Significant changes happen
- Difficulties arise
- Success



How do we want to be with one another as we work together?

What are the outcomes you are hoping for?

What qualities are each of us bringing to the relationship? We each name our own and we each name what we see in the other.

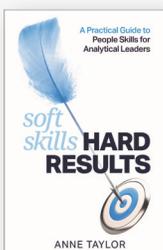
How can I bring out the best in you? And me for you?

What are the risks in working together?

What do we need for this relationship to thrive?

How high is the trust level? What would increase that level of trust?

What communication/contact do we want through the process?



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