

DESIGNING AN ALLIANCE

Purpose of the Alliance

In Designing an Alliance, the team or group decides together how they want to talk with each other and how they want to handle conflict. Every person agrees to abide by the agreement and to ensure others do, too. The Designed Alliance is a guideline for acceptable behavior for the group.

Useful Questions When Designing an Alliance

- What sort of atmosphere or culture do you want to create between you and the rest of the group?
- What would help the group do its job well?
- How do you want to behave when things get difficult? (How would the ideal team handle conflicts and disagreements?)
- What are some things that you do NOT want to happen during discussions?
- How will you hold one another accountable for following these agreements?
- What can you rely on from each other?
- What will you commit to for one another? (e.g., doing what we promise, no personal attacks, professional behavior)

Examples for the Designed Alliance

- We agree that everyone's perspective is, at least, partially right.
- We will listen to other people's ideas and perspectives with an open mind.
- We will always be respectful to one another.
- We won't leave a meeting where a decision was made and complain about the decision to others if we didn't speak up and share our perspective during the meeting.
- We will share our thoughts and feelings on a topic.

Adapted from CRR Global