



## MAP YOUR ENSEMBLES

**Finding the right beat and cadence with the people you perform with is the key to delivering great work, whether your boss, co-worker or people you manage. In musical terms, this is a duo. Start with your duos. Great duo partners don't just play together: They listen, initiate new perspectives, and amplify each other's strengths.**

**Step 1**  
Write your name in the middle, then all the names of all the people you interact with directly. People to whom you report and people who report to you. Start with six.

**Step 2**  
Evaluate the strength of each duo and draw a line between you and them. Choose a thick line for strong relations, thinner lines for weaker, and a dotted line for distorted relations.

**Step 3**  
Now look into every duo partner and see what ensembles they are part of. With whom do they form a duo, a trio, or bigger ensemble? Think above silos. Map cross-organisational relations.

**Step 4**  
Give the ensembles a name and evaluate the relations if possible. Focus on the most influential relations. Are you a duo player or are you part of other ensembles? Map them too.