

Organizational effectiveness may be hampered by interpersonal relationships that are not working. Individual Relationship by objectives is a facilitated process designed to restore fractured individual working relationships.

RBO fact Sheet

Key Elements of the Process:

- 1- Identify Relationship Problems
- 2- Analyze Relationship Problems
- 3- Jointly Set Objectives (“Goals”)
- 4- Establish Action Steps to Meet Goals
- 5- Assign Responsibility and Dates to Goals
- 6- Follow-up to Review Goal Accomplishment

This Process is not an approach for everyone or every situation. It is for the strained or fractured relationship that may be characterized as troubled by mistrust, suspicion and animosity.

The process is a starting point in mending the fractured relationship. Once the process is completed, the real work is just beginning.

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