

Gives & Gets Matrix

What A matrix approach that causes specific understandings and agreements to be made between organizations. It creates a focus on those vital few issues that are most troublesome or annoying.

When This is used when several organizational elements in a process or a project get together to find ways to improve the process and/or make the project run smoother.

- How**
- Create Subgroups by Organization:** This puts all the people together in one organization so they can crystallize their perspective.
 - Identify GETS:** Agree on a list of 5 items, performance, or products your organization subgroup desires to "GET" from each of the other organizations on the Matrix. See the matrix below. Use the one page form provided.
 - Post GIVES / GETS Form on the matrix:** One member your organization subgroup posts your list of desired "GETS" on the wall in the proper place horizontally in the matrix.
 - Get the GIVES:** Once all forms are posted from all organizations, one subgroup member from each subgroup retrieves all forms in their vertical column
 - List your GIVES:** Reconvene in your Organization group and write on each form, exactly what your organization agrees to GIVE in order to satisfy each of the other organizations GETS. When your group has achieved consensus, post the sheet back to its proper spot in the matrix.
 - Get the GIVES:** Once all organizational groups have posted their completed forms, you group retrieves those forms in the column under your group name. Discuss the results in your small organizational group.
 - Large Group Discussion:** Each small organizational group share some observations, impressions, commitments and levels of satisfaction with the larger group.

GG Matrix	Org A	Org B	Org C																										
Org A		<table border="1"> <tr><td>GIVES/GETS FORM</td></tr> <tr><td>GETS</td></tr> <tr><td>1 _____</td></tr> <tr><td>2 _____</td></tr> <tr><td>3 _____</td></tr> <tr><td>4 _____</td></tr> <tr><td>5 _____</td></tr> <tr><td>GIVES</td></tr> <tr><td>1 _____</td></tr> <tr><td>2 _____</td></tr> <tr><td>3 _____</td></tr> <tr><td>4 _____</td></tr> <tr><td>5 _____</td></tr> </table>	GIVES/GETS FORM	GETS	1 _____	2 _____	3 _____	4 _____	5 _____	GIVES	1 _____	2 _____	3 _____	4 _____	5 _____	<table border="1"> <tr><td>GIVES/GETS FORM</td></tr> <tr><td>GETS</td></tr> <tr><td>1 _____</td></tr> <tr><td>2 _____</td></tr> <tr><td>3 _____</td></tr> <tr><td>4 _____</td></tr> <tr><td>5 _____</td></tr> <tr><td>GIVES</td></tr> <tr><td>1 _____</td></tr> <tr><td>2 _____</td></tr> <tr><td>3 _____</td></tr> <tr><td>4 _____</td></tr> <tr><td>5 _____</td></tr> </table>	GIVES/GETS FORM	GETS	1 _____	2 _____	3 _____	4 _____	5 _____	GIVES	1 _____	2 _____	3 _____	4 _____	5 _____
GIVES/GETS FORM																													
GETS																													
1 _____																													
2 _____																													
3 _____																													
4 _____																													
5 _____																													
GIVES																													
1 _____																													
2 _____																													
3 _____																													
4 _____																													
5 _____																													
GIVES/GETS FORM																													
GETS																													
1 _____																													
2 _____																													
3 _____																													
4 _____																													
5 _____																													
GIVES																													
1 _____																													
2 _____																													
3 _____																													
4 _____																													
5 _____																													
Org B	<table border="1"> <tr><td>GIVES/GETS FORM</td></tr> <tr><td>GETS</td></tr> <tr><td>1 _____</td></tr> <tr><td>2 _____</td></tr> <tr><td>3 _____</td></tr> <tr><td>4 _____</td></tr> <tr><td>5 _____</td></tr> <tr><td>GIVES</td></tr> <tr><td>1 _____</td></tr> <tr><td>2 _____</td></tr> <tr><td>3 _____</td></tr> <tr><td>4 _____</td></tr> <tr><td>5 _____</td></tr> </table>	GIVES/GETS FORM	GETS	1 _____	2 _____	3 _____	4 _____	5 _____	GIVES	1 _____	2 _____	3 _____	4 _____	5 _____		<table border="1"> <tr><td>GIVES/GETS FORM</td></tr> <tr><td>GETS</td></tr> <tr><td>1 _____</td></tr> <tr><td>2 _____</td></tr> <tr><td>3 _____</td></tr> <tr><td>4 _____</td></tr> <tr><td>5 _____</td></tr> <tr><td>GIVES</td></tr> <tr><td>1 _____</td></tr> <tr><td>2 _____</td></tr> <tr><td>3 _____</td></tr> <tr><td>4 _____</td></tr> <tr><td>5 _____</td></tr> </table>	GIVES/GETS FORM	GETS	1 _____	2 _____	3 _____	4 _____	5 _____	GIVES	1 _____	2 _____	3 _____	4 _____	5 _____
GIVES/GETS FORM																													
GETS																													
1 _____																													
2 _____																													
3 _____																													
4 _____																													
5 _____																													
GIVES																													
1 _____																													
2 _____																													
3 _____																													
4 _____																													
5 _____																													
GIVES/GETS FORM																													
GETS																													
1 _____																													
2 _____																													
3 _____																													
4 _____																													
5 _____																													
GIVES																													
1 _____																													
2 _____																													
3 _____																													
4 _____																													
5 _____																													
Org C	<table border="1"> <tr><td>GIVES/GETS FORM</td></tr> <tr><td>GETS</td></tr> <tr><td>1 _____</td></tr> <tr><td>2 _____</td></tr> <tr><td>3 _____</td></tr> <tr><td>4 _____</td></tr> <tr><td>5 _____</td></tr> <tr><td>GIVES</td></tr> <tr><td>1 _____</td></tr> <tr><td>2 _____</td></tr> <tr><td>3 _____</td></tr> <tr><td>4 _____</td></tr> <tr><td>5 _____</td></tr> </table>	GIVES/GETS FORM	GETS	1 _____	2 _____	3 _____	4 _____	5 _____	GIVES	1 _____	2 _____	3 _____	4 _____	5 _____	<table border="1"> <tr><td>GIVES/GETS FORM</td></tr> <tr><td>GETS</td></tr> <tr><td>1 _____</td></tr> <tr><td>2 _____</td></tr> <tr><td>3 _____</td></tr> <tr><td>4 _____</td></tr> <tr><td>5 _____</td></tr> <tr><td>GIVES</td></tr> <tr><td>1 _____</td></tr> <tr><td>2 _____</td></tr> <tr><td>3 _____</td></tr> <tr><td>4 _____</td></tr> <tr><td>5 _____</td></tr> </table>	GIVES/GETS FORM	GETS	1 _____	2 _____	3 _____	4 _____	5 _____	GIVES	1 _____	2 _____	3 _____	4 _____	5 _____	
GIVES/GETS FORM																													
GETS																													
1 _____																													
2 _____																													
3 _____																													
4 _____																													
5 _____																													
GIVES																													
1 _____																													
2 _____																													
3 _____																													
4 _____																													
5 _____																													
GIVES/GETS FORM																													
GETS																													
1 _____																													
2 _____																													
3 _____																													
4 _____																													
5 _____																													
GIVES																													
1 _____																													
2 _____																													
3 _____																													
4 _____																													
5 _____																													

GIVES/GETS FORM
GETS 1 _____ 2 _____ 3 _____ 4 _____ 5 _____
GIVES 1 _____ 2 _____ 3 _____ 4 _____ 5 _____