User’s Guide to:
B/ART

Take an upcoming meeting and use the chart below to map out the unique boundaries, authority structures, roles and tasks of each member. How could this impact the meeting? Is there anyone that could dominate the conversation? How could you facilitate in a way to provide space for everyone’s voice?

<table>
<thead>
<tr>
<th>B</th>
<th>Boundary</th>
<th>A</th>
<th>Authority</th>
<th>R</th>
<th>Role</th>
<th>T</th>
<th>Task</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Specific amount of time or area of location</td>
<td></td>
<td>Right to do work</td>
<td></td>
<td>Function of the person</td>
<td></td>
<td>Primary work of the group</td>
</tr>
<tr>
<td></td>
<td>His city of residence</td>
<td></td>
<td>FedEx national office</td>
<td></td>
<td>Mail carrier</td>
<td></td>
<td>Community watch - reports any suspicious activity he sees on his routes</td>
</tr>
<tr>
<td></td>
<td>His mailing route</td>
<td></td>
<td>Job certificate</td>
<td></td>
<td>Community friend (knows everyone on his route)</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>8:00 a.m. - 4:00 p.m.</td>
<td></td>
<td>10 years job experience</td>
<td></td>
<td>Deliver mail safely and on time</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

The BART System of Group and Organizational Analysis Boundary, Authority, Role and Task
Zachary Gabriel Green and René J. Molenkamp (2005) (in full collaboration)
User’s Guide to:
B/ART

What is this?

This is a helpful frame to understand what relationships and resources people are bringing to meetings around a specific task they are being asked to accomplish.

How could this show up in my work?

Role clarification is key! Have you ever planned a social event where someone did not help out like they were supposed to? Often times when roles are unclear no one is able to own their role and responsibilities and tasks end up getting repeated or completely forgotten. Using B/ART makes sure everyone knows the roles of everyone on the team and can hold each other responsible.

Framework in context:

A father or mother’s task and authority relate to raising children. This task - parenting - defines the necessary authority to operate in that role and also sets the limits of that authority. A mother would not walk into a grocery store and start parenting the children in the produce aisle. She would be operating in her role but would be inappropriately outside the boundary of her own family. Thinking about the supports surrounding children in their homes, communities and schools; how can properly applying B/ART align partners within their unique roles to best support children? What formal or informal authority is putting stress on the system? How is this leading to persistent disadvantage? How can other partners in the community keep key authority members that impact local communities accountable to real results?

Notes:


Go on the portal to learn more!
strivetogetherportal.org