

## The RASCI Diagram

A RASCI Diagram (another variation is a RACI Diagram) is a tool for coordinating schedules across portfolios with partners. You'll have many opportunities to use this when doing performance work because solutions will rarely fall within one domain (ie: not just training but training along with coaching and some job aids and some process mapping).

RASCI is an acronym that stands for **R**esponsible, **A**pprove, **S**upport, **C**onsult, and **I**nform. Responsible means: ownership for design, direction and production of that stage—the buck stops with the person with the “R” in their box at that stage. There is only one role or person who is “responsible” at any given stage. Approve means: authority to sign-off or kill that stage. Support means: provides work (usually a designated task). Consult means: provide advice to a decision-maker or someone who is responsible. Inform means: answer questions or provide information (such as serving in a focus group).

Below is a sample RASCI diagram for a project to design a blended (ie: combination online and classroom) training course using a traditional ADDIE model.

	Dept. Manager	Trainer	SME and clients	Programmer	Graphics and Production
Engagement	A-2	R-5			
Analysis		R-20	I-10		
Design		R-30	S-2	C-5	
Develop		R-55	S-2	C-4	I-2
Program		C-4		R-10	S-20
Pilot	A-2	R-10	S-20	C-16	S-10
Evaluation	A-2	R-6	I-2	C-2	
Rollout and publicize	R-20	C-4	S-1	S-4	S-8
Maintenance	C-2	S-2		R-10	