



Organization & Relationship Systems at Work



This approach has been effectively applied in family and marital therapy for decades, and is now being brought into the realm of work teams and organizations with positive results.



Emotional Intelligence



Social Intelligence



Relationship Systems Intelligence

Overview

Constant change is the new norm. Thanks to the internet which facilitates global collaboration 24/7, work that was once performed by individuals is now being tasked to teams. The increase in numbers of knowledge workers who must share information, insights, learning and best practices in order for companies to succeed, further stresses communication channels.

So how can organizations create a work environment that supports complex human interactions, embraces conflict, retains valuable knowledge workers and change at the speed of light while remaining profitable and productive?

Relationship Systems Intelligence™

Beyond Emotional Intelligence (relationship with oneself), and Social Intelligence (relationship with other) lies Relationship Systems Intelligence where the focus is on the entire group, team or system.

In this two-day course, you will leverage Relationship Systems Intelligence to tackle some of the common ailments that plague work environments:

- ◇ Ineffective or toxic communication
- ◇ Low team morale or burnout
- ◇ Conflict avoidance and non-resolution
- ◇ Lack of creativity and productivity
- ◇ Confusion about roles on a team

\$499 | 2 Full Days | 12 CCEUs

Outcomes from the Course

- ◇ You will be better equipped to handle mergers, acquisitions, downsizing and growth.
- ◇ Your teams will be more resilient, positive and fearless in the face of conflict.
- ◇ Individuals will be more engaged, inspired and adept at navigating politically-charged situations.
- ◇ You'll feel greater confidence engaging entire teams and organizations in development initiatives.

Who should take this course?

- ◇ Organizational leaders, managers, HR professionals and team supervisors.
- ◇ OD consultants, financial planners, or anyone who relies on relationships to drive their business.
- ◇ Personal, executive and organizational coaches who will benefit from an effective relationship systems approach to working with groups of clients.
- ◇ Experienced coaches who want to develop a new market niche—coaching relationship systems in their industry of choice.

ICF Accredited

Organization & Relationship Systems at Work is the first course in an ICF Accredited Coach Training Program. ORSC is the only ICF accredited relationship systems-based training for coaches, consultants, trainers and therapists.

Register today!

Call us at 866.435.5939, or visit www.CRRGlobal.com. We can answer all your questions about Organization & Relationship Systems at Work as well as the other courses we offer.



Relationship Systems Intelligence focuses on the entire group, team, organization or partnership. Mastering the skills to access that intelligence will exponentially increase your impact on groups.

"I have completed four coach training programs, taken emotional intelligence certification and change management training and yet it is CRR Global's Relationship Systems tools and models that always come to the forefront of my work with my clients, whether we're tackling a large scale organizational change or I'm engaged in one-on-one coaching with an executive or business owner."

**Jackie Lauer, President & Senior
Consultant
Axletree Consulting**



Organization & Relationship Systems at Work

AGENDA

Day One

- 10:00 Welcome and Opening Exercise**
Identifying the locus of control in relationship
- 10:20 Introductions and Logistics**
- 10:45 Experiencing the Relationship System**
String exercise
- 11:00 Introducing the 3 Types of Intelligence**
Emotional Intelligence, Social Intelligence and Relationship Systems Intelligence
- 11:15 Present Leadership Model**
- 12:00 Introduction to The Third Entity™**
Accessing the Voice of the Relationship System demonstration and practice
- 1:15 Lunch**
- 2:30 Intro to Designing Partnership Alliances**
Demonstration and practice
- 4:15 Break**
- 4:30 Intro to Relationship Mythology**
Accessing the meaning and identity of a relationship system; theory and practice
- 5:30 Integration Session**
- 5:45 Preparation for homework**
Apply one of the tools with a relationship pair.
- 6:00 Adjourn**

Day Two

- 9:00 Welcome and homework learning debrief**
- 9:45 Relationship Systems at Work**
The cost of toxic behavior and the value of positivity in the workplace. Lecture and experiential exercises drawing on the work of John Gottman, Barbara Frederickson and Marcial Francisco Losada.
- 10:45 Break**
- 11:00 Bringing teams into alignment**
Lecture, demo and practice
- 1:00 Lunch**
- 2:15 Training Information**
- 2:30 Intro to Relationship Systems Constellations**
Experiencing the Voice of the System
- 3:15 Break**
- 3:30 Practice Session**
Leading a Relationship Systems Constellation Process
- 4:30 Closing Exercise**
- 5:00 Adjourn**

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Learning Objectives

- ◇ Do you work with a team that agrees about results but disagrees about how to get there? Help them work together in a unified way, achieve results, and feel good about it!
- ◇ Identify the sources of negativity in a team, and what to do to help team members choose a more productive way to relate with one another.
- ◇ Create a culture of positive interaction and high achievement.
- ◇ Build morale, increase productivity, and have more fun at work.
- ◇ Re-inspire your team or your direct reports. Renew their motivation and sense of purpose. Re-energize their efforts and jump-start their creativity.
- ◇ Disengage from scapegoating and see the bigger picture.
- ◇ Understand what your organization, team, or partnership wants from you and your colleagues.
- ◇ Go beyond Emotional Intelligence and Social Intelligence to Relationship Systems Intelligence. Learn how the team or organization speaks through individuals' behavior, and about the wisdom inherent in the system, and how to access it.
- ◇ Your organization has been around for a while -- perhaps longer than you have been involved with it! Access your organization's perspective on the issues you are addressing. This can be a valuable source of guidance, and simplify your work immensely.
- ◇ Your locus of control in any relationship system, and how to leverage that for your best results.
- ◇ Take in the whole picture of your organization, and understand the experiences being had by other individuals or departments.
- ◇ See how individuals and departments impact one another, and identify possible improvements.

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