

RSI@Work™ | Leadership



No matter what kind of work you do, you, your clients, vendors, investors, and employees are always in relationship.

Companies work with a bewildering array of reporting structures, client contacts, team meetings, cross departmental communications, and colleague collaborations - all of which require good relationship skills to be successful.

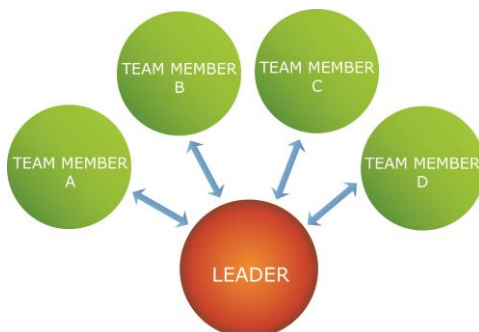
Systems-Oriented Leadership

Organizations and the people who lead them face a hectic and daunting future:

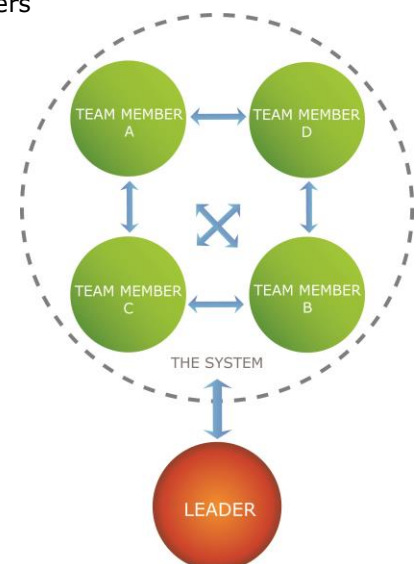
- a tough economy increases the pressure for productivity;
- global competition requires greater performance from staff; and
- the rate of evolution in technology and workplace tools demands constant training and development.

However, the greatest challenge leaders face in the workplace is creating positive and effective interactions with colleagues, supervisors and direct reports.

Leaders with high levels of Relationship Systems Intelligence are able to co-create work environments that facilitate productive human interactions, leverage conflict creatively, retain valuable workers, and accommodate constant change, while still supporting operational and business objectives.



Systems-oriented leaders can hold the entire team, department or organization as their focus.



When leaders hold the system (team) as their focus, rather than individuals within the team, they increase their leverage and influence. They also ensure that their efforts transcend the tenure of any one person. Systems-oriented leadership withstands turn-over, promotions and attrition.

When leaders refocus the paradigm from what an individual is doing to what is trying to happen for the system or team, they:

- Create we-centered cultures
- Generate co-responsibility for success across the system
- Share the role of leadership and create a pipeline for future leaders

Highly Customized, In-house & Experiential Training

RSI@Work provides leaders with tools for communication, decision-making, conflict resolution, change management, inspiring and motivating, and improving alignment and trust.

In addition, leaders learn how to share the leadership role with the entire system.

In this professional development event, participants practice using RSI tools in highly-customized workplace scenarios. Leaders appreciate that these tools can be immediately applied upon return to the work environment.

Below are some examples of typical situations in the workplace that would benefit from leadership training in Relationship Systems Intelligence™.

- Jose is a new CEO frustrated by the poor morale on his management team. He knows there is something “off” about their interactions together but he doesn’t know what. He doesn’t know how to create an atmosphere where the team feels free to tell him what is going on for them.
- The marketing department is dominated by a few verbal individuals who do all the talking. Other team members have valuable insights but fail to speak up.
- There is hostile gossip circulating in an organization, but no one is speaking directly to the rumors.

RSI@Work is a 16-hour course and can be delivered in four half-day, two single-day or one two-day training event.

The course works as a stand-alone offering, and many of our clients find that its impact is increased when combined with individual and/or team coaching, and a team needs survey.

According to Raimo P. Hämäläinen and Esa Saarinen of the Helsinki University of Technology:

“The systemic perspective is crucial for leadership because outcome-production in organizations is systemic.

It emerges out of the interactive and cumulative functioning of complex entities with specific internal structure, interconnections and holistic interplay, and all this with reference to similar structures in the environment.”

With RSI@Work, Leaders Can ...

- Share the role of “leader” throughout the entire team, department and organization.
- Be more engaged, inspired and adept at navigating politically-charged situations.
- Create a culture of positive interaction and high achievement. Build morale, increase productivity, and have more fun at work.
- 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.
- Grow more resilient, positive and fearless in the face of conflict.
- See how individuals and departments impact one another, and be better equipped to identify and address possible improvements.
- Ensure that their teams and individuals are better equipped to handle mergers, acquisitions, downsizing and growth.