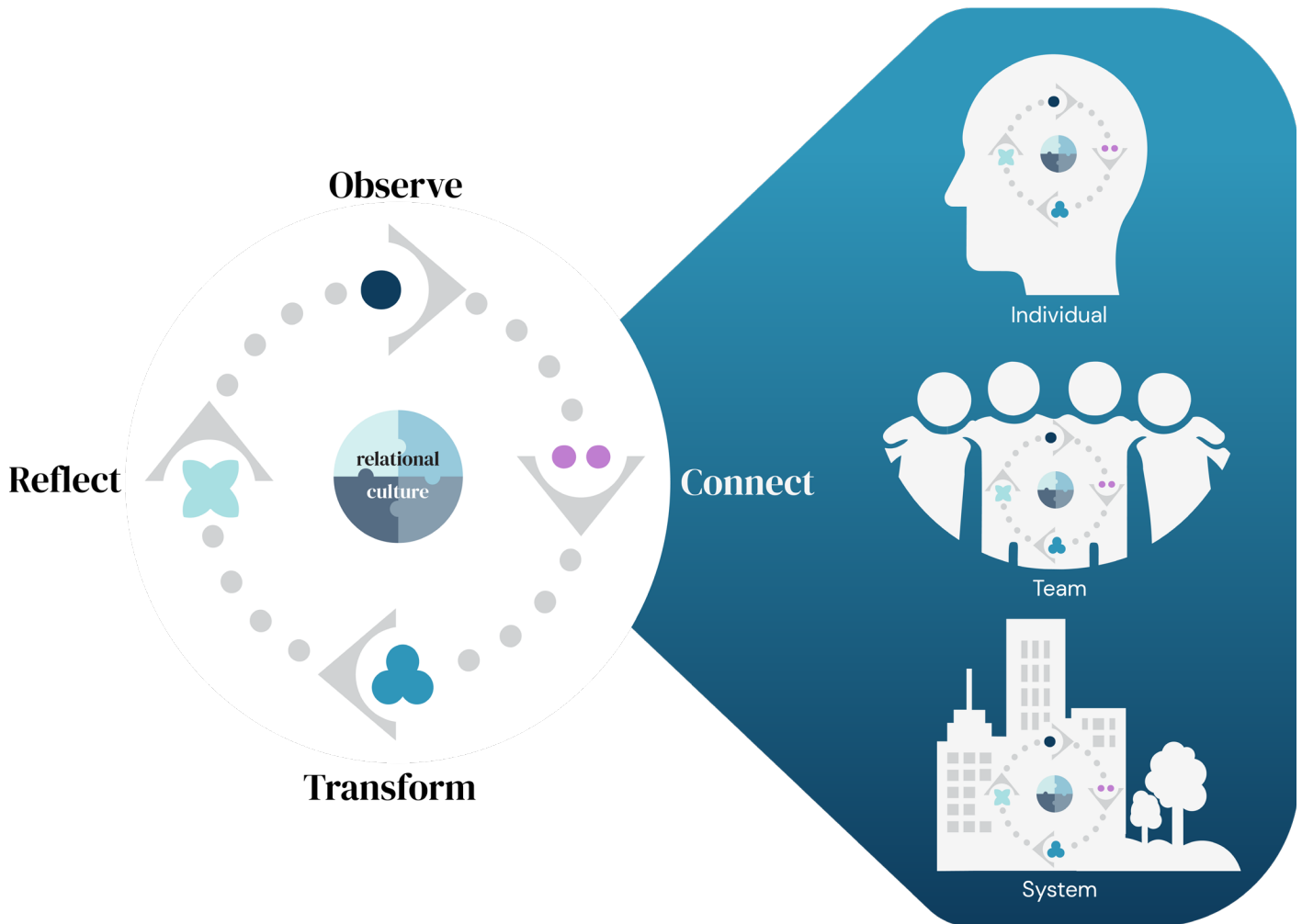




# intend health strategies.

## What is Relational Leadership?

Relational Leadership (RL) is a human-centered approach to working with others that cultivates connection and awareness in order to increase belonging, collaboration, equity, and impact across health systems.

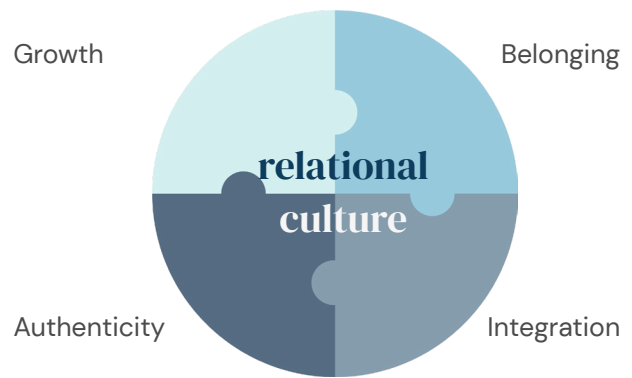


# What We Build

Relational Leadership teaches practices that foster cultures where all team members or stakeholders share a greater sense of psychological safety and feel seen, heard, and valued for their perspectives and contributions. Relational cultures are ones that increase our:

**Authenticity** | In spaces with high levels of authenticity, people feel safe naming and addressing problems, and they communicate with transparency and integrity. We increase authenticity by inviting and amplifying diverse perspectives, and calling others into dialogue to address challenges openly.

**Growth** | In spaces with high levels of growth, innovation and iteration are intrinsically built into how people work together. Change is not only managed but actively encouraged. We increase growth when we admit mistakes, ask questions, invite feedback, and acknowledge gaps or areas of opportunity.



**Belonging** | In spaces with high levels of belonging, people are more likely to bring forth their authentic selves, and to value the team's wellbeing just as much as its productivity. We increase belonging when we acknowledge and address power differentials in the room, listen to others, and seek out different opinions and perspectives.

**Integration** | In spaces with high levels of integration, people work collaboratively and interdependently, relying on and valuing each other's strengths and differences. We increase integration when we are aware of other's strengths and create systems and processes to make sure everyone contributes equitably.

# How We Do It

The skills we teach help foster a continual learning process that challenges individuals to grow and improve as leaders and change-makers. Whether addressing interpersonal challenges on a team or larger systemic issues, we teach people relational practices to move through a cycle of:



## Observe

Increase our awareness through inquiry + observation



## Connect

Listen and engage others through story + dialogue



## Transform

Take action to improve behaviors + practices



## Reflect

Analyze to align intentions + impact

# Where We Impact

Relational Leadership is a framework that can be used to influence transformative action at different levels. Whether you are working on your own behavior, improving your team or institution, or tackling systemic challenges, relational practices enable you to better engage with others to achieve success.



**Individual** | Relational practice can change how we understand ourselves and interact with others in our own immediate spheres of influence.

**Team** | Relational practice can change how we set up our teams and processes in our organizations and institutions.

**System** | Relational practice can also change how we approach large-scale systemic problems in our society and community at large.

By engaging in RL, individuals can lead from wherever they stand, regardless of their official role or profession. It teaches key concepts and skills to create change within our teams, organizations, and culture.