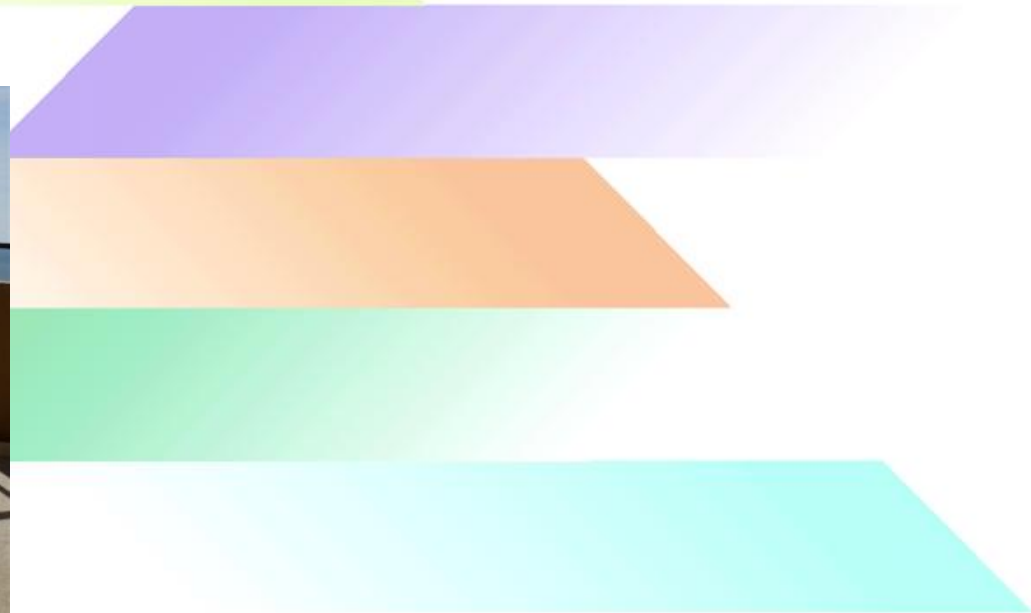


A View From The Balcony

Taking a different perspective on teams



Have you ever been to a disco?



What was your
view?

Cornerstones of Relationship Systems Coaching

- The Relationship System is Naturally Creative Resourceful and Whole
- What is trying to happen?
- The Relationship System is the Client- listen for the Voice of the system

Applying Systems Approach With Teams

- A team is not simply a machine with replaceable parts. It is a living, dynamic **system**. It has a unique personality and temperament, moods and vision. It is a culture with both spoken and unspoken rules and values.
- The **system** itself exerts tremendous influence on *what* gets done and *how* it gets done. Team members know instinctively how things are done around here.
- The team needs to be coached as a **system**—a living entity that has a life apart from the individual personalities and their interrelationships. This is where the leverage is for team performance.

The Third Entity

- Is the relationship itself
- Has its own needs and voice
- Is different for every relationship
- Changes as team members change
- Listen beyond needs of individuals to needs of the relationship – the third entity
- We create a mindset which takes the focus off of individual team members' relationships and creates a new perspective on the team as a *third entity*TM

Voice Of The System

- Each voice within the system is a Voice of the System
- It is not personal
- Deep Democracy means that all voices are heard
- Listen for the Emotional Field

Applications of Informal Constellations

- Snapshot of the System on a topic - fast and without words
- Revealing the System to Itself- creates awareness
- Judgement free zone
- Everyone can participate
- Enables the Voices of the System to be heard

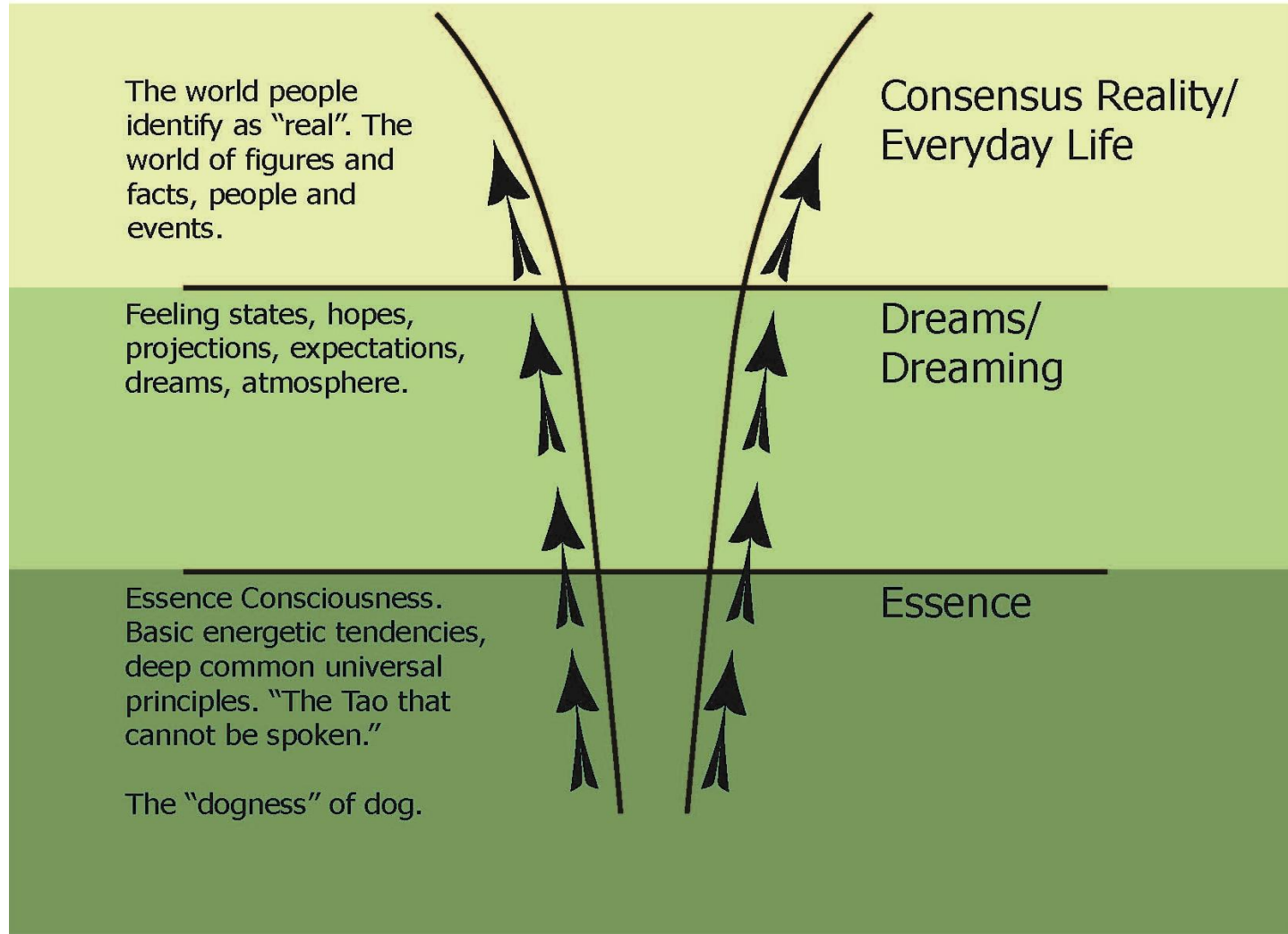
What Is Relationship Systems Intelligence?

- Understanding oneself (Emotional Intelligence)
- Understanding of others' emotional experience (Social Intelligence)
- The ability to identify with and collaborate with groups, teams, communities and other social systems (Relationship Systems Intelligence).

$$EI + SI = RSI$$

Working with the Emotional Field

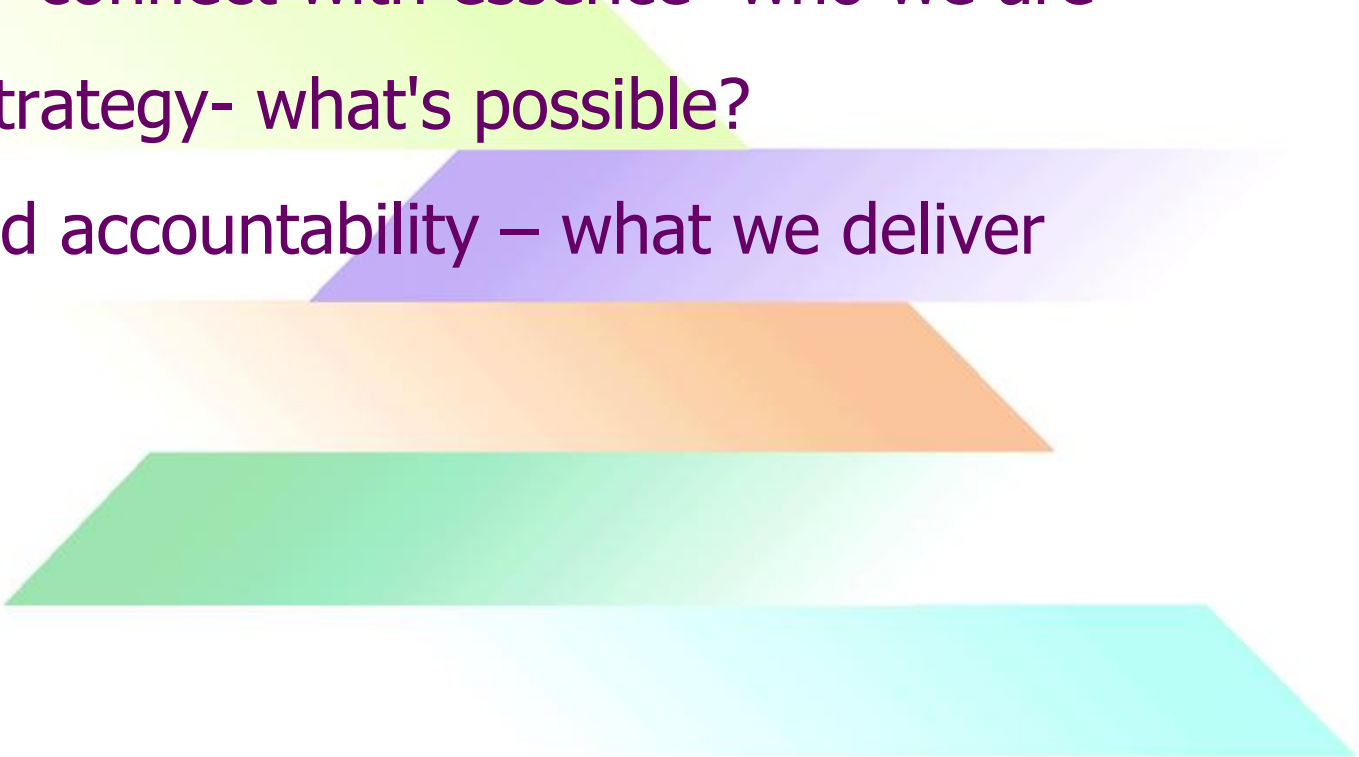
3 Levels Of Reality



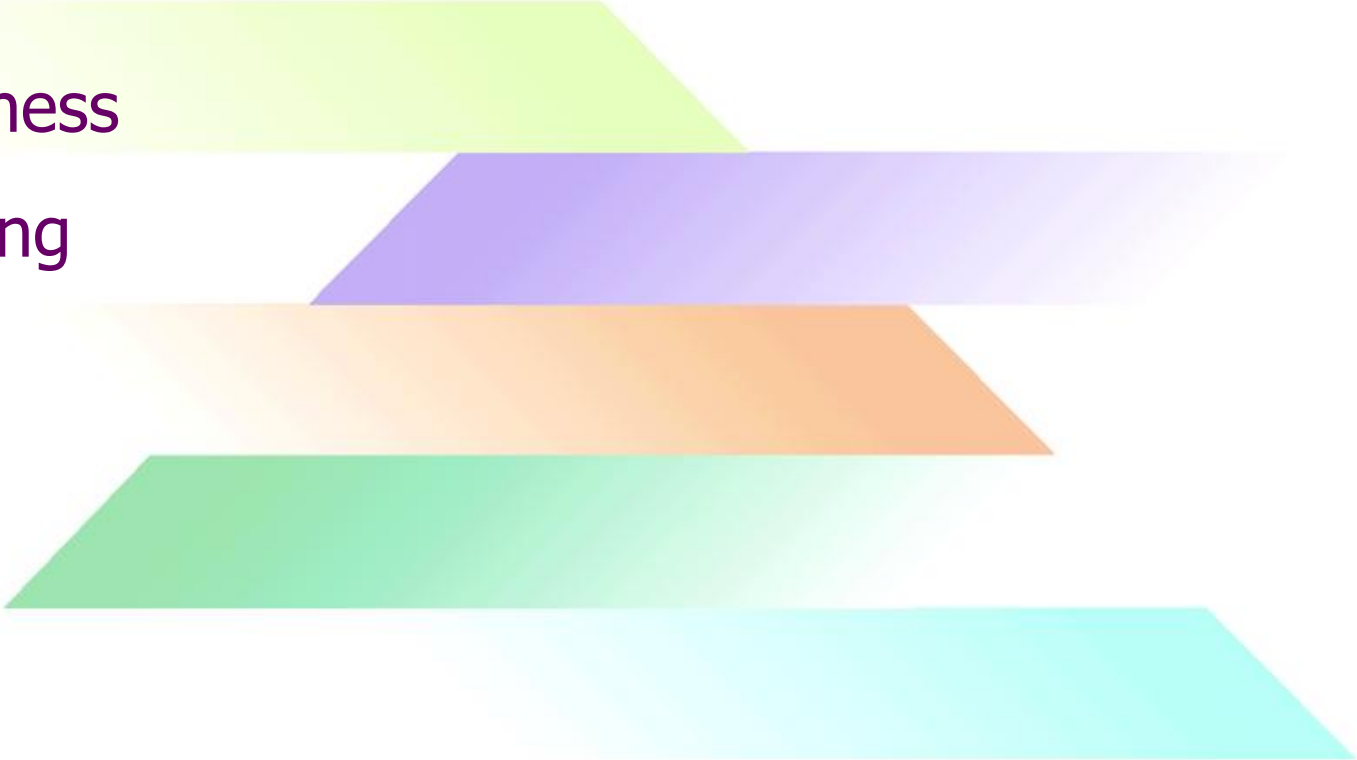
Working With The 3 Levels Of Reality

- Place yourself in your most habitual level
- What is it like here?
- What are some of the positives of this level?
- What are some of the challenges of this level?
- How do you communicate with the other levels?

Applications Of 3 Levels Of Reality

- Visioning – connect with essence- who we are
 - Creating strategy- what's possible?
 - Actions and accountability – what we deliver
- 

4 Team Toxins

- Blame
 - Defensiveness
 - Stonewalling
 - Contempt
- 

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