

ORS@Work™

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.

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—lives Relationship Systems Intelligence, where the focus is on the collective wisdom of the group, team or system.



Emotional Intelligence



Social Intelligence



Relationship Systems Intelligence

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

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



12 CCEUs | 2 Full Days

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Elf Coaching is a partner for CRR Global. We are responsible for managing ORSC™ programmes in Singapore & Malaysia under CRR Singapore.



Outcomes from the Course

- Δ Teams and individuals are better equipped to handle mergers, acquisitions, downsizing and growth.
- Δ Teams and individuals will be more resilient, positive and fearless in the face of conflict.
- Δ Individuals will be more engaged, inspired and adept at navigating politically-charged situations.
- Δ Understand what your organization, team, or partnership wants from you and your colleagues.
- Δ 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.
- Δ Create a culture of positive interaction and high achievement. Build morale, increase productivity, and have more fun at work.
- Δ Re-inspire your team or your direct reports. Renew their motivation and sense of purpose. Re-energizes their efforts and jump-start their creativity.
- Δ Take in the whole picture of your organization, and understand the experiences being had by other individuals or departments.
- Δ See how individuals and departments impact one another, and identify possible improvements.



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

“I have completed four coach training programmes, taken emotional intelligence certification and change management training and yet it is CRR Global’s Relationship System 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

AGENDA

Organization Relationship Systems at Work

Day One

09:00 Welcome and Opening Exercise

Identifying the locus of control in partnership

09:20 Introductions and Logistics

09:45 Experiencing the Relationship System

String exercise

10:00 Introducing 3 Types of Intelligence

Emotional Intelligence, Social Intelligence and Relationship Systems Intelligence

10:15 Relationship Systems Leadership Model

11:00 Introduction to The Third Entity

Accessing the Voice of the Relationship System; demonstration and practice

12:15 Lunch

1:30 Introduction to Designing Partnership Alliances

Demonstration and practice

3:15 Break

3:30 Introduction to Relationship Mythology

Accessing the meaning and identity of a relationship system; theory and practice

4:30 Integration Session

4:45 Preparation for homework

Apply one of the tools on a relationship pair

5:00 Adjourn

Day Two

9:00 Welcome and homework debrief

Identifying the locus of control in relationship

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 and Partnerships into Alignment

Lecture, demo and practice

1:00 Working Lunch

2:15 Training Information

2:30 Introduction 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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