

Relational Leadership Toolkits

Below is a list of toolkits developed to accompany and support the core modules of Intend Health's Relational Leadership Curriculum.

Relational Leadership Framework

This short overview introduces the concept of Relational Leadership and defines what it is aiming to do, how relational skills are built, and where RL can be applied within the context of healthcare.

Narrative Leadership: How Story Connects Us

This toolkit introduces a framework to cultivate self awareness, establish connection, and motivate action through the use of storytelling. Story is deeply connected to relational practice and used throughout RL modules.

Positionality + Power

This toolkit helps increase awareness to understand our own positionality and how it impacts power dynamics, our perspectives and biases, and the actions we take.

One-to-Ones: Inviting Others to Share their Stories

This toolkit explores how to engage others in authentic ways and invite them to share their stories to better connect across our values and listen with intention.

Teaming + Psychological Safety

This toolkit introduces the strategic action of teaming and the concept of psychological safety. It explores the stages of team development, and how we can help our teams work together in more collaborative, inclusive, and integrated ways.

The Dynamics of Self + Teams

This toolkit introduces the Simpli5™ framework of 5 Dynamics and helps us understand our fundamental energy preferences and how this impacts the way we learn, work, and collaborate on teams.

Power with: Tools for Collaborative Decision-Making

This toolkit introduces some collaborative decision-making tools and specific techniques to create more distributive power on your teams and better delegate, evaluate, and move forward with projects and initiatives.

Building a Culture of Feedback

This toolkit explores how we can establish true cultures of feedback, where individuals on a team feel supported and encouraged to name mistakes and identify areas of opportunity, through assessment, reflection, and process tools.

Conflict Diagnosis

This toolkit provides resources to support individuals as they communicate through conflict, beginning with an internal diagnosis process.

Difficult Dialogues

This toolkit offers a practical approach to increasing safety, transparency, and shared understanding between individuals when in dialogue around conflict to express our needs and align on a new course of action.

Transformative Action: Individual, Team, + System

This toolkit offers a framework for how to move change forward and apply relational concepts on an internal level, inside of organizations and teams, and on a wide scale to create movements and enact larger change.

Leadership Pathway Toolkits

Below is a list of the toolkits we've developed to expand relational leadership skills in several key areas for members of our Leadership Pathway.

Relational Facilitation

This toolkit is a resource for leaders planning to facilitate meetings, dialogues, and discussions. It explores both the values & mindset important for facilitating and offers practical tools and techniques.

Relational Training

This toolkit helps leaders step up to deliver content in innovative and effective ways. It teaches skills and techniques to improve public presence and teach content in ways that are clear, impactful, and captivating.

Relational Coaching

This toolkit offers a model for how to coach others to support their development and growth. It introduces both the theory of coaching and offers a guide and supporting materials for how to run effective coaching sessions.

Equity in Relational Leadership

This toolkit offers a deeper guide for leaders to better understand how inequities directly impact the community and the teams they are on. It covers more complicated concepts of equity and how we can advocate for necessary change as Relational Leaders.

Transformative Action Toolkits

Below is a list of all toolkits developed to accompany and support teams as they engage in new projects and initiatives to enact change in their communities, institutions, and beyond.

Team Starter Kit

This toolkit offers support for new groups who are working on recruiting team membership, setting goals, and articulating a clear and compelling mission.

Team & Project Launch

This toolkit provides a structure and process to get new teams and projects kicked off and make sure all team members are aligned and understand what is needed to move the work forward.

Navigating Leadership Transitions

Learn how to transition to future leaders smoothly and effectively before core leadership leaves, ensuring sustainability, consistency, and organization.

Developing a Communications Strategy

A resource designed to help you talk about, pitch, and promote projects and events to stakeholders and the broader public. It includes guidelines for a media kit to help clarify and emphasize your message.

Conducting a Community Inventory

Discover a process for wide-scale community mapping that focuses on identifying community stakeholders, assets, and resources, mapping them, and understanding how they can be harnessed to meet community needs.

Holding a Community Convening

Consider a new way to approach community engagement and bring people into a change effort collaboratively, transparently, and equitably. Prepare for a convening of diverse stakeholders, with the tips, templates, and checklists to be successful.

Project Sustainability

This toolkit is a resource to help think about how to maintain project sustainability after teams and individuals disband or evolve. Take ideas and transform them into lasting projects, and establish timelines, roles, and accountability to move the work forward.