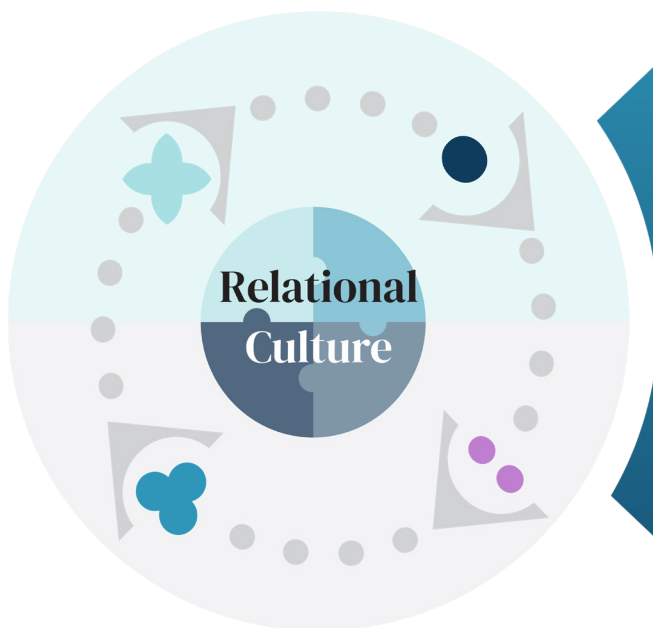# intend health strategies.

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.
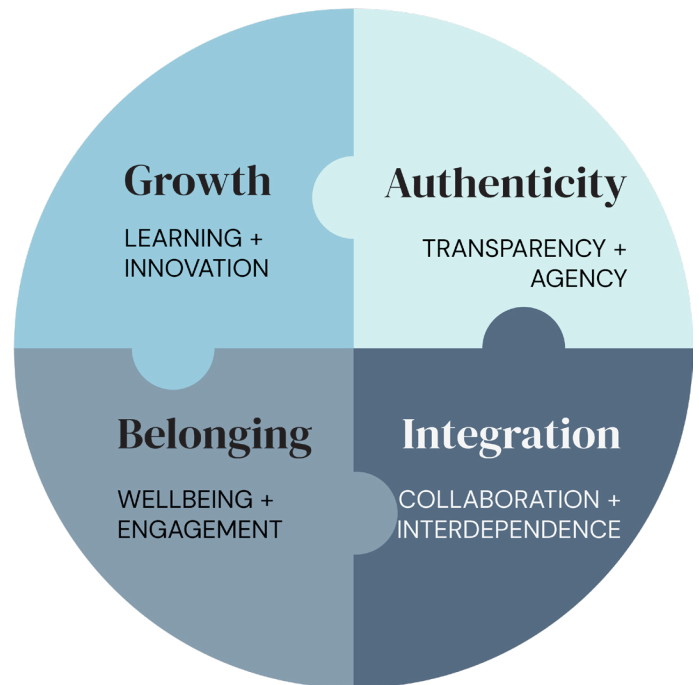
Relational Practices

Relational Culture

Relational Settings

What We Build: Relational Culture

Relational Leadership teaches practices that foster cultures where all team members or relevant parties share a greater sense of psychological safety and feel seen, heard, and valued for their perspectives and contributions.

In relational cultures we see the following traits:

Growth
LEARNING + INNOVATION

Authenticity
TRANSPARENCY + AGENCY

Belonging
WELLBEING + ENGAGEMENT

Integration
COLLABORATION + INTERDEPENDENCE

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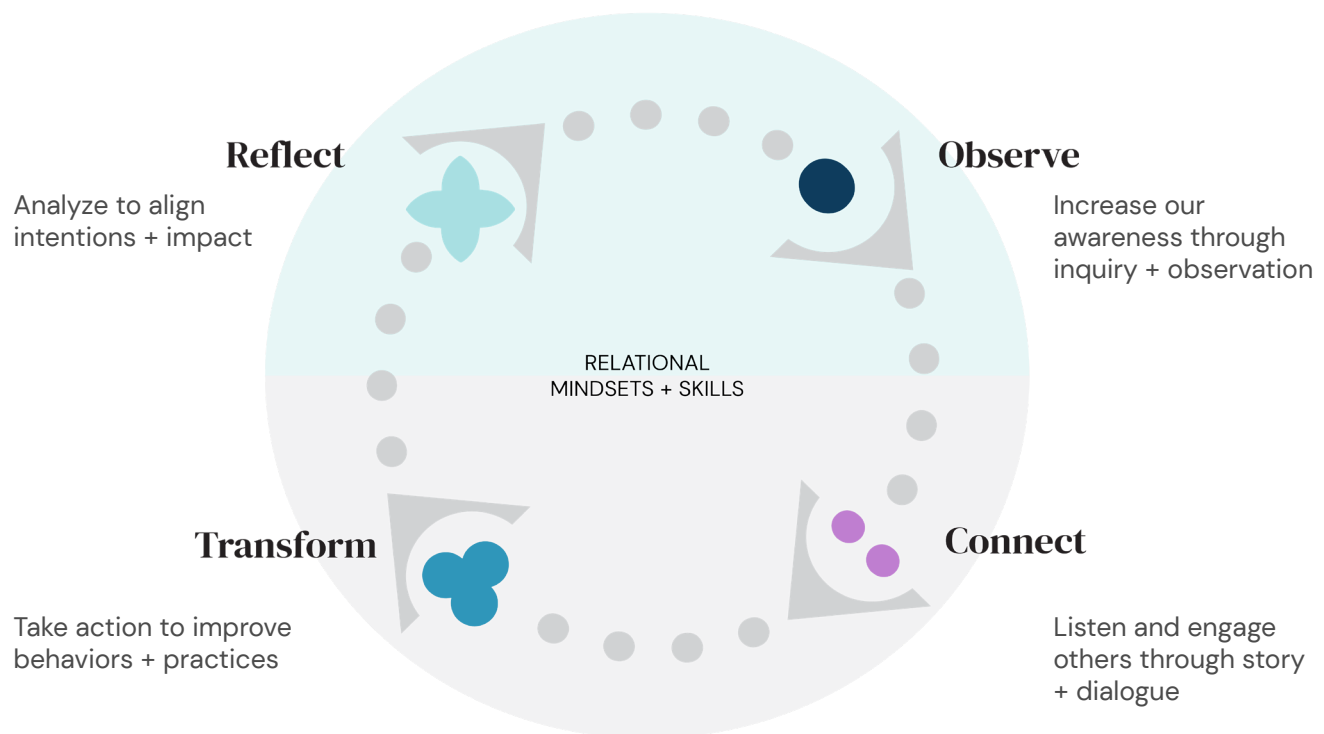
Growth | In spaces with high levels of growth, innovation and iteration are intrinsically built into how people work together. Change is not only managed but actively encouraged. We increase growth when we admit mistakes, ask questions, invite feedback, and acknowledge gaps or areas of opportunity.

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.

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What We Teach: Relational Practices

The practices we teach help foster a continual learning process that challenges individuals to grow and improve as leaders and change-makers. To do that we teach both conceptual frameworks and tactical skills that helps individuals apply relational leadership in the real world. These practices enhance abilities to observe, connect, transform, and reflect across multiple settings.

Reflect

Analyze to align intentions + impact

Observe

Increase our awareness through inquiry + observation

RELATIONAL MINDSETS + SKILLS

Transform

Take action to improve behaviors + practices

Connect

Listen and engage others through story + dialogue

A Balance of Mindset + Skill

For Relational Leadership to flourish, we need to develop relational mindsets; lenses that help us increase our awareness, cultivate deep curiosity, develop agency, and foster a life-long pursuit of growth.

We also need practical techniques to be able to effectively create and foster relational culture. These skills allow us to apply relational mindsets and concepts to our real-life contexts.

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Where We Impact: Relational Settings

Relational Leadership is a framework that can be applied to instigate transformative action in different contexts. 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.
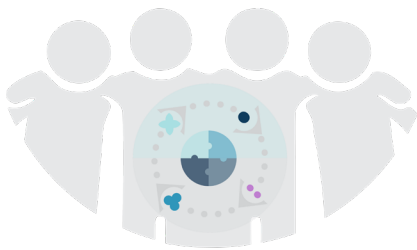
Team | Relational practice can change how we set up our teams and processes in our organizations and institutions.

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 are, regardless of their official role or profession. It teaches key concepts and skills to create change within our teams, organizations, and culture.

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