



*Building Stronger
Workplaces, One
Relationship at a Time!*

Relationship Dynamics™

How much of your success at work is based on your ability to work effectively with others? Even if you are an individual contributor, we suspect that a very high percentage of your time is spent working on teams or at least with one other person. If you are a supervisor, manager, or leader, you must not only work well with others, you must motivate, coach, direct and inspire others in order to achieve maximum success.

Do you know how strong your workplace relationships are? Do you receive regular feedback from others about how you impact them and their performance? Are you certain that your workplace behaviors are as constructive and positive as they can be?

Based on our decades of experience in assessing, building and repairing workplace relationships among diverse groups of people, we at Inclusivity know that most people have no idea about the health and wellbeing of their relationships at work (or at home, for that matter).

Inclusivity's Relationship Dynamics Workshop is a brief but powerful introduction to our exclusive model explains important relationship dynamics such as power & control, Dominance and Subordination, and collusion versus intentional dynamics change. Based on original work done by Carol Pierce, David Wagner, and Bill Page, our colorful and easy to understand model provides tremendous insight in a very short time.

Training

Participants can learn tools to assist them in determining:

1. Where their relationships fit on the spectrum from destructive to productive
2. How specific behaviors can create environments of fear, apathy, engagement, or inclusion, depending on the relationship and
3. What behaviors they need to engage in order to move their co-workers and team toward the most productive, innovative and creative states



Transform Your Culture.
CREATE INCLUSION.



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The workshop is designed around the model, beginning with an interactive discussion to assist participants to learn the basic concepts. After several exercises and small group discussions, participants select one work and one personal relationship to analyze and then improve using the concepts learned in the workshop. The results, much improved trust, communication, and collaboration – the foundation of healthy, productive relationships.

Workshop Objectives

The objectives for the workshop are to improve participant ability to:

1. Utilize a robust but simple model that demonstrates how relationships grow over time, from the unhealthiest, most destructive phase (Violence) to the healthiest, most productive phase (Inclusion).
2. Understand and use the model to assess relationship health and to guide workshop participants toward behaviors that create healthier, more productive workplace relationships.
3. Create more effective workplace relationships, by developing greater participant awareness of the dynamics that cause relationships to move in healthy and unhealthy ways.
4. Feel competent and confident in their as role models, and leaders in assisting your organization to create and sustain a trusting, inclusive, and productive culture.



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