

Relational Systems Intelligence



How can you unlock a culture of positive, productive conflict using Relational Systems Intelligence (RSI)?

What is a relational system?

- Each relationship system has its own unique identity or 'personality'. For example, every person is unique and so each system will be unique. There are no two relationships or teams that are alike.
- Every member of the relationship system is a voice of the system. If we haven't heard the voices of the system, we don't understand the system.
- Relationship systems are naturally intelligent, generative, and creative. An example of this, is when one person in the system is constantly pushing, the other person doesn't feel the need to push.
- Relationship systems rely on 'roles' for their organization and execution of functions. It's important to remember that systems will fall flat if roles are not defined for the various people in that system.
- Relationship systems are in a constant state of emergence and change. As more information is available, the more that system will change and move forward or backward, but it never remains static.

Why do we need Relational Systems Intelligence?

RSI is the intelligence to work with the system. The two main reasons why we need RSI is because firstly, we are wired to connect. But we often lack relational systems skills and so, we may not exploit the advantage and power that exists in our relationships with each other.

Secondly, we need productive conflict in our lives. We want to be able to boost our productivity and deal with conflict appropriately. Productive conflict is where we are reliant on conflict that is beneficial to the system.

Who is this for?

RSI is for anyone who wants their relationships, family, or teams to thrive. It's also for anyone who wants to fulfill their potential. Because we are wired to connect, we won't be able to fulfil our potential without understanding relational systems intelligence.

Why now?

The first reason is that certainty is killing our society - especially political and religious certainty. Faith has changed from being about hope and mystery to being about I'm right, you are wrong, so shut up!

We've lost the ability to engage with people who disagree with us. And so, we miss out on the benefits of productive conflict.

How can you leverage Relational Systems Intelligence?

1. Everyone in the system is right...partially, this is critical to remember. Sometimes it may not be technically correct, but it may be emotionally correct.
2. Celebrate the diversity of the system – every person and voice in the system is unique.
3. Embrace conflict in the system – keeping the peace does not result in a high-functioning system.
4. Share power in the system – one of the ways to share power is to listen to all the voices in the system.
5. Communicate effectively in the system – with candour and curiosity.
6. Share responsibility for the development of the system – don't delegate this just to one person.
7. Embrace system change and growth – all great systems are in constant state of movement.
8. Seek clarity and be curious – rather than oppose.
9. Share knowledge and system insights.

I hope you enjoyed the presentation!

Ian Hatton | Morpheus