

Relational Audit Case Study

Developing relational leadership

Results from an intervention by Sandhams

Although this global energy company operates in areas of the world in which ethical challenges are common, it is committed to responsible, value driven business practices, both internally and with external partners.

The challenge

The on-going health of the global business depends upon the development of its future leaders: those who will eventually lead the operations in countries across the world. It recognises that as well as more traditional leadership skills these young leaders must develop the emotional intelligence that will enable them to lead through relationships.

The brief

To design and deliver a 2-day relational skills workshop as a unit within a longer-term leadership development programme.

The intervention

The workshop took the following format:

Day 1

- Understanding the strategic, commercial, operational, ethical and personal importance of relationships in a business context.
- Exploring the reasons why some relationships ‘work’ and some don’t.
- Examining a research based approach to developing relational capital at the organisation, group and personal level.
- Using relational auditing methodologies to develop mutually beneficial partnerships.
- Applying the relational filter to take a new, creative look at wider societal challenges.

Day 2

- Discovering your own preferences around relational styles and working climate.
- Analysing how the way you think and talk affects the way you approach relationships.
- Mapping personal and organisation networks.
- Planning actions around how to apply relational thinking in the real world.

The outcome

This is the first in a series of occasions on which this workshop will be run. Delegate comments from the pilot were:

“I hadn’t realised how fundamental relationships are. You’ve really opened my eyes.”

“Absolutely fascinating. I learned a lot about myself and my leadership style.”

“I can see what I’m going to do differently from next week with some particular relationships.”

“I want to get my whole operating area to do this – this could change the way we work with our partners”

Sandhams is an organisation working in partnership with Relationships Foundation to deliver relational consultancy.

Relationships Foundation

Jubilee House 3 Hooper Street Cambridge CB1 2NZ
Tel +44 (0)1223 566 333 Fax +44 (0)1223 566 359

info@relationshipsfoundation.org www.relationshipsfoundation.org

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think relationally