



Be a Peacemaker.  
Transform Your Relationships.™



# Bringing Relational Wisdom Into Your Organization

Relational Wisdom® 360

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# BRINGING RELATIONAL WISDOM INTO YOUR ORGANIZATION

Get upstream of conflict, strengthen trust and equip your team with skills that build emotional intelligence, resolve tensions and improve job performance, career advancement and productivity.

PDF AT [RW360.ORG/SA-ORGANIZATION](https://rw360.org/sa-organization)

## WHAT EVERY CHRISTIAN ORGANIZATION LEADER WANTS

You want to lead a unified and productive organization that honors God, builds healthy relationships and resolves conflict in a way that is biblical, gracious and restorative.

The problem is that many people have weak relational skills and handle conflict in ways that damage relationships, undermine unity and reduce productivity.

RW360 understands how exhausting and painful workplace conflict can be. We don't want you to carry these burdens alone. We want to come alongside you to learn about the unique vision, strengths and needs of your organization and work with you to develop a custom plan to strengthen the relational culture and peacemaking skills of your entire organization.

## THREE STEPS FOR BUILDING A HIGHLY RELATIONAL ORGANIZATION

Imagine an organization where every person has developed skills that model emotional intelligence, resolve tensions, improve teamwork, job performance and productivity and strengthen and preserve members' families. This could be your organization. You can lead the way to building this kind of highly relational team by taking three steps.

1. **Schedule a Free Zoom Consultation** to answer your leaders' questions and to develop a **custom plan** for strengthening the relational skills of your organization.
2. **Provide your leadership team with professional development training** in [relational wisdom](#) (biblical emotional intelligence) and [peacemaking](#) that enables them to set an inspiring example for the rest of your team.
3. **Offer your employees professional development training** that enables them to build relational skills that not only improve job performance, teamwork and productivity but also strengthen marriages and parenting, which creates a culture where people are focused, fulfilled and passionately invested in your organization's vision and mission.

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## ONE CHALLENGE ALL ORGANIZATIONS FACE

Organizations are built on relationships between leadership, staff and the people you serve. When these relationships are healthy, productivity and impact flourishes. But when a team lacks strong relational skills, daily interactions can trigger major problems:

- Miscommunication across teams and operations
- Difficult feedback conversations and performance issues
- Friction in hybrid or remote collaboration
- High-stakes client interactions and service failures
- Burnout, disengagement, and preventable turnover
- Cross-cultural misreadings and low psychological safety
- Staff turnover that erodes productivity and profitability

Organizational conflict can diminish productivity, drive clients, investors and donors away, undermine community impact and diminish a Christian witness.

[Studies](#) show that employees with poor relational skills often experience unstable family lives, which can also cost an organization. For example, a separated or divorcing employee is typically **25% less productive** in the workplace for at least two years, which can cost an organization **\$8,317** per year due to loss of concentration, absenteeism, shortened work hours, time off for court dates, health issues and reduced staff engagement.

Employees going through divorce are also 240% more like to experience **depression**, 34% more likely to experience **serious heart trouble** and 400% more likely to **abuse alcohol**, all which takes a further toll on their family lives and workplace productivity.

## YOU ARE A KEY PART OF GOD'S SOLUTION

As a Christian leader, you can be used by God to counter the division and destruction of conflict by serving him and the people in your organization as a peacemaker, a conciliator and a model of relational wisdom (Matt. 5:9; 2 Cor. 5:17-19).

The key to fulfilling this role is to be an example and channel of the redeeming, transforming and reconciling power of the gospel of Christ (1 Cor. 11:1; Eph. 1:19).

As God's grace transforms and flows through you, you can develop skills that enable you to teach, model and practice relational wisdom and peacemaking in ways that instruct others and inspire them to follow your example. As 1 Timoth 4:15 teaches, *"Practice these things, immerse yourself in them, so that all may see your progress."*

You can begin by training your leadership team and then together you can strengthen the relational skills of your entire organization (2 Tim. 4:2).

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## THE FRUIT OF RELATIONALLY WISE LEADERSHIP

As you strengthen your team's relational skills, you can build an organization that models growth and purpose. Improved relational skills enable your people to:

- **Give and receive feedback** without defensiveness
- **Manage emotions** to de-escalate tense meetings
- **Resolve conflict quickly** so projects keep moving
- **Improve accountability** while protecting dignity
- **Enhance** team cohesion, engagement, and retention
- **Strengthen client relationships** through empathy and trust
- Build a culture that models **integrity, respect, and service**
- Give employees skills they can use to **build stable families**.

[Multiple studies](#) reveal the personal and financial value of relational skills training in the workplace. As one study found, "When companies invest in the physical and relational wellness of their workers, returns on investment can range between \$1.50 and \$6.85 for every dollar spent on these types of programs."<sup>1</sup>

[Many corporations](#), including Amazon, FedEx, IBM, General Electric, Microsoft, Mayo Clinic and Starbucks, focus on emotional intelligence screening and training during the recruitment process because they have seen that this type of training makes their employees more productive (see also [Relational Wisdom Strengthens Both Families and Businesses](#)).

## EXAMPLES OF RELATIONALLY WISE LEADERSHIP

RW360 has mediated hundreds of organizational conflicts. Most of these cases were triggered or escalated by leaders who were unskilled in peacemaking and made a series of *well-intended but clumsy relational decisions*. The following articles describe relational skills that would have *prevented most of these conflicts*. Your leadership team can learn these skills by reading one article a day and then discussing the principles during regular leadership meetings. This small investment of time can help your leaders avoid many major conflicts and save thousands of dollars and hundreds of hours of staff time. Better yet, as your leaders model these skills, you will set an inspiring example for your people to follow and provide a more credible witness for Christ (1 Cor. 11:1; 1 Tim. 4:12).

1. Relational leaders know that [soft skills are usually more valuable than hard skills](#).
2. Relational leaders [model humility, teachability and flexibility](#) (Phil. 2:3-4).
3. Relational leaders realize that [sin can turn strengths into weaknesses](#) (1 Cor. 8:1).
4. Relational leaders understand [the seductiveness of power and its potential for abuse](#); (see [Power Causes Brain Damage](#) and [Psychology of Power](#); contrast with [Reagan, Lincoln, RW and You, Lincoln's Relational Wisdom](#) and [Nelson Mandela](#)).

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<sup>1</sup> [Marriage and Family Wellness: Corporate America's Business](#)

5. Relational leaders are [skilled peacemakers](#) who model the “[Golden Result](#)” (Matt. 5:9; James 3:18; Matt. 7:12).
6. Relational leaders develop and model [empathy and compassion](#) (Col. 3:12).
7. Relational leaders know how to [redeem an offense](#) (Prov. 15:1).
8. Relational leaders are both [approachable](#) (Luke 7:37-38; Matt. 8:9).
9. Relational leaders are always [building passport](#) (John 4:7-30).
10. Relational leaders provide the [Three P’s of Satisfaction](#) (1 Cor. 14:40; Matt. 7:120).
11. Relational leaders practice [clarity plus charity](#) (Matt. 7:12).
12. Relational leaders know how to [defuse explosive meetings](#) (Matt. 7:3-5).
13. Relational leaders understand the importance of [face-to-face confession](#) (Prov. 28:13).
14. Relational leaders know how to [make smooth leadership transitions](#) (Prov. 14:8)
15. Relational leaders model relational wisdom in every life challenge, [even cancer](#).

## **SCHEDULE A CONSULTATION AND DEVELOP A PLAN**

If you would like to explore ways that you can lead your organization in utilizing RW360’s resources and training, we are here to serve you. The first step in this process is to [schedule a free Zoom consultation](#) so we can help you develop a custom action plan that includes these kinds of actions.

### **BRING RELATIONAL WISDOM INTO YOUR FAMILY**

Start with yourself. In the long run, your personal example will be your most powerful teaching channel. Therefore, take time to study and practice relational wisdom personally so you can become an inspiring example and share personal illustrations of how these concepts are strengthening your own relationships.

- Use RW360’s online courses to study and learn [relational wisdom](#) and [peacemaking](#) with your spouse or a close friend. This gives you accountability, motivation to maintain progress and opportunities for constructive feedback from someone who knows you well. It could also take your marriage or friendship to a whole new level.
- Model and teach these concepts to your children, as described in [Preparing Children for Highly Relational Lives](#) and [Raising Empathetic Children](#). Use “[relational heroes videos](#)” at breakfast or dinner to give your children inspiring examples. Older children who complete the relational wisdom course can enhance their resumes with a “Certificate of Enhanced Emotional Intelligence,” which gives them an advantage when pursuing scholarships or post-college jobs (see ["EI and Teens" studies here](#)).

### **BRING RELATIONAL WISDOM INTO YOUR ORGANIZATION**

- Read [RW Strengthens Both Businesses and Families](#) and [RW in the Workplace](#) to see how RW can benefit your employees and their families.

- RW360's training in relational wisdom is available in a [faith-based \(Christian\) format \(Discovering Relational Wisdom\)](#) and a [values-based \(secular\) format \(Exploring Relational Wisdom\)](#), which contains no religious language and is compatible with all worldviews and faiths. Since employees are free to choose which course they will follow, this training fully complies with U.S. Equal Employment Opportunity Commission (EEOC) rules (see [Teaching RW in Secular and Government Settings](#)).
- Both courses include multiple crossover links that provide opportunities to voluntarily explore the gospel of Christ (e.g., [A Stolen Baby, \\$200M Lawsuit, How Can You Forgive Me? I Killed Your Baby?](#), [Cancer is All About Relationship](#)).
- Introduce your leadership team to this training by sharing this ebooklet and this [Features and Benefits](#) statement with them. Then discuss ways you could practice these concepts in your personal lives and model them to your employees.
- Encourage your leaders to expand their conflict resolution skills by reading [Guiding People Through Conflict](#), a free 70-page ebooklet that illustrates how they can use relational wisdom, peacemaking and mediation skills to resolve team conflicts.
- Follow the plan set forth in [Using Relational Wisdom for Organization-Wide Professional Development Training](#) to train your entire workforce while also giving your employees and their families the opportunity to encounter Jesus and his gospel.
- Encourage your human resources team to pursue training as RW Instructors so they can teach relational wisdom and conflict resolution to your employees. Some HR people may wish to pursue more [advanced training](#) as RW Coaches or Conciliators.
- You can also use RW360's [Transformed Pamphlet](#) to spread the gospel in your organization, with those you serve and among your friends, relatives and neighbors. As explained in [Six Ways to Use the Transformed Pamphlet](#), just placing the gospel on the corner of your desk could lead a coworker to Christ. You can also place pamphlets in a brochure rack in your lobby or lunchroom so that clients and employees can pick them up on their own. You can find additional guidance on how to share the gospel through this free online course: [Using Relational Wisdom for Witnessing](#).
- If your organization is a nonprofit ministry, use RW360's resources to teach relational wisdom and peacemaking to the people God has called you to serve. This training can help your clients develop relational skills that enable them to overcome trauma and addictions, rebuild their families, gain valuable job skills and move toward self-sustaining lives. Maximize your team's impact through [advanced training and certification as RW Shepherds, Instructors, Coaches and Conciliators](#).

## SPREAD RELATIONAL WISDOM THROUGHOUT YOUR SPHERE OF INFLUENCE

Use these [Special Application ebooklets](#) to bring the benefits of relational wisdom and peacemaking into your church, school and other venues throughout your community.

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