



SYP Tool: Repair Damaged Relationships

Title: Strengthening Your Relationship Network

Objective: Assess the state of your current relationships and build a plan for strengthening your relationships

Resources: Build Your Relationship Network worksheet

Setup: Fostering collaboration is so crucial to the success of teams, companies, and communities today that every significant relationship should be treated as if it'll last a lifetime—as if it will be important to all parties' mutual success in the future. ~ The Leadership Challenge, Kouzes and Posner

We live in the age of relationships. Studies have proven that your EQ (emotional intelligence) is more important than your IQ in gaining success in organizations. Someone who has high EQ understands the importance of relationships and makes time to build, enhance and repair relationships.

Activity: Share the following quote from The Leadership Challenge:

“Begin with the assumption that in the future you’ll be interacting with this person in some way, and both you and the whole society will be better served.”

Have the participants use the *Build Your Relationship Network* worksheet to assess the state of their current relationships.

Debrief: Have each person share one action item that they will do to build, enhance or repair a relationship on their worksheet. This can be done as a large group or in partners/small groups.

Option: If someone is struggling to identify a specific action for their relationship, ask the group to brainstorm ideas.