



# THE RELATIONAL DOJO

TO MOVE BEYOND THE CRIPPLING LEVELS OF  
STRUCTURAL, CULTURAL AND INDIVIDUAL  
DYSFUNCTION IN YOUR ORGANISATION

1.

AUTUMN 2023

The Relational Dojo\* is a next-level leadership program for leaders in organisations that are wanting to unleash the power of the collective: cohesive teams that make better decisions.

This program is an experiential space that invites you to lead with a full heart in improving the interior condition of yourself and your team.

*\* With a gentle nod to the traditional practice of martial arts, The Relational Dojo is both a training ground and a sacred space to cultivate new skills..*



## ONCE UPON A TIME....

IN THE MIDST OF A RELENTLESS FLOW OF PROJECTS, DEADLINES, AND MEETINGS AT A MAJOR CONSUMER GOODS COMPANY, I FOUND MYSELF **STUCK**. DESPITE THE UPBEAT "TOWNHALL MEETINGS" FROM THE COUNTRY MANAGER AND THE OCCASIONAL SOCIAL GATHERINGS AFTER WORK, I FELT AN **EMPTINESS** IN MY HEART. MY BODY WAS **WORN DOWN** AND MY MOTIVATION HAD COMPLETELY VANISHED. I STARTED TO BELIEVE THAT THE ORGANISATION'S PURPOSE WAS THE ROOT CAUSE, SO I TURNED MY ATTENTION TO FOUNDATIONS, SOCIAL ENTERPRISES, AND CHARITIES. TO MY SURPRISE, I ENCOUNTERED A SIMILAR EGO- AND **FEAR-DRIVEN CULTURE** IN THIS 'NOT FOR PROFIT-SECTOR'.

IN MEETINGS, EVERYONE SEEMED TO SAY "YES", BUT THERE WAS OFTEN **NO FOLLOW-THROUGH**. PEOPLE WERE CONSTANTLY **STRESSED** AND STRUGGLED TO MANAGE THEIR TIME EFFECTIVELY. "COLLABORATION" WAS THE BUZZ WORD, BUT IT SEEMED LIKE **NO ONE REALLY KNEW HOW** TO DO THAT IN A MEANINGFUL AND EFFECTIVE WAY.



FOR THE NEXT DECADE AND WITH KNOWLEDGE OF PROGRESSIVE FRAMEWORKS SUCH AS **INTEGRAL THEORY, SPIRAL DYNAMICS, DEEP DEMOCRACY, HOLACRACY AND THEORY U** IN MY BACK POCKET, I COORDINATED MULTI-STAKEHOLDER INITIATIVES, FACILITATED REFLECTIVE SESSIONS AND RAN A SOCIAL ENTERPRISE NETWORK.

I SUPPORTED MORE PROGRESSIVE LEADERS WHO WERE EAGER TO CULTIVATE A **NEW WORKPLACE PARADIGM**. I SAW ORGANISATIONAL DYNAMICS CHANGE THROUGH THE **DECENTRALISATION OF POWER**, THE IMPLEMENTATION OF NEW GOVERNANCE STRUCTURES AND THE INTRODUCTION OF WORK RITUALS TO FOSTER **TEAM COHESION**.



## EXPANDING OUR LEADERSHIP CAPACITIES TO THE COLLECTIVE

HOWEVER, EVEN WITH THE INTRODUCTION OF THESE NEW FRAMEWORKS AND WORK PRACTICES, I STILL **FELT DISSATISFIED** WITH THE ACTUAL TRANSFORMATION THAT TOOK PLACE. IT LED ME BACK TO OTTO SCHARMER, SENIOR LECTURER AT MIT SLOAN SCHOOL OF MANAGEMENT, AND THE QUOTE FROM AN ENTREPRENEUR IN HIS BOOK AND FRAMEWORK **THEORY U**: '**THE SUCCESS OF AN INTERVENTION DEPENDS ON THE INTERIOR CONDITION OF THE INTERVENER**'. YES, I THOUGHT, I AGREE; THESE TIMES ASK FROM LEADERS TO SHIFT THE INNER PLACE FROM WHICH THEY OPERATE. **BUT WHAT IF THE INTERVENER IS A TEAM?**

IN THIS TIME OF GREAT CHANGE / BREAK-DOWN / COMPLEXITY, IT IS NOT THE TRADITIONAL LEADER AT THE TOP THAT IS GOING TO BRING ABOUT THE 'SOLUTION'. MORE OFTEN THAN NOT THE INTERVENER IS IN FACT **A TEAM, A COLLECTIVE**.

WHEN NAVIGATING COLLABORATION, **DOING AS WE ARE TOLD OR WHAT IS EXPECTED** IS NOT GOING TO CUT IT ANYMORE. NO. BUT BEING TRANSPARENT AND ABLE TO FOLLOW THROUGH ON AGREEMENTS CONTINUES TO BE ESSENTIAL.

**TRADITIONAL CLEVERNESS / EGO / FEAR-DRIVEN BEHAVIOUR** IS NOT GOING TO MAKE THE NEEDED DIFFERENCE WHEN WORKING IN COLLECTIVES. NO. BUT THESE DEEPLY ENGRAINED DYNAMICS ARE MOST LIKELY STILL GOING TO SHOW UP.



### WHAT IF...

WE WERE TO LEAN INTO THE IDEA THAT LEADING WITH A FULL HEART AS WELL AS A HIGH DEGREE OF FOCUS AND PROFESSIONALISM IS NOT A GAME OF OPPOSING FORCES, BUT ACTUALLY A 'THIRD WAY'?

## THE RELATIONAL DOJO FOR TODAY'S AND TOMORROW'S LEADERS

*“MOST LEADERS AND EMPLOYEES ARE DOING A **SECOND JOB NO ONE IS PAYING THEM FOR** - THE JOB OF MANAGING OTHER PEOPLE'S IMPRESSIONS OF THEMSELVES, COVERING UP THEIR WEAKNESSES, PLAYING POLITICS, HIDING UNCERTAINTIES, AND HIDING THEIR TRUE SELVES AT WORK” - KEEGAN & LAHEY 2016*

WHO RECOGNISES THE MEETINGS IN WHICH A SIGNIFICANT DECISION IS MADE AND **SOMETHING IN THE ROOM FEELS TIGHT OR NUMB**? YOU MIGHT SEE (OR ARE) PART OF THE ROOM THAT HAS DISENGAGED (PHYSICALLY TEXTING OR OTHERWISE BEING 'ABSENT') IN THAT MOMENT. YOU MIGHT SEE PARTICULAR FACIAL EXPRESSIONS BUT NO ONE SEEMS TO SPEAK OUT. PERHAPS SOMETHING ELSE.

**WHAT WOULD IT BE LIKE** TO CONTEMPLATE INTERVENING AT THIS POINT? WHAT HAS YOU STOP? WHAT HAS YOU DO IT?

WHAT IF THE GROUP WAS ABLE TO **SLOW DOWN**, AND **SENSE AND MAKE SENSE** OF THEIR **PRESENT-MOMENT EXPERIENCE** – WHAT MIGHT SUCH AN INTERVENTION OPEN UP OR REVEAL? WHAT MIGHT IT MAKE POSSIBLE IN TERMS OF DEEPENING OF THE INDIVIDUALS' AWARENESS, THE TRUST WITHIN A GROUP AND THE QUALITY OF THE DECISIONS?

THE RELATIONAL DOJO INCLUDES PRACTICES OF RELATIONAL AWARENESS THAT LET US UNLEASH THE POTENTIAL IN SCENARIOS LIKE THE ABOVE, THROUGH:

- EXERCISING **FOUNDATIONAL RELATIONAL MUSCLES** THAT ARE THE BASIS OF REVEALING AND WORKING WITH WHAT IS HAPPENING IN THE MOMENT IN OUR CONNECTIONS WITH EACH OTHER;
- EXPLORING THROUGH THE BODY-MIND WHAT **TRUSTING OUR OWN EXPERIENCE** LOOKS AND FEELS LIKE, WITHOUT US NEEDING TO BE RIGHT;
- LEANING INTO WHAT **RESPECTING SOMEONE ELSE'S EXPERIENCE** LOOKS AND FEELS LIKE, WITHOUT TAKING (UNDUE) RESPONSIBILITY FOR IT/THEM;
- GETTING A FELT SENSE ABOUT WHAT INVESTING IN AND **'PUTTING THE RELATIONSHIP FIRST'** LOOKS AND FEELS LIKE, WITHOUT LOSING OUR INDIVIDUALITY.

# JOIN THE RELATIONAL DOJO

**BUILD COHESIVE TEAMS THAT MAKE BETTER DECISIONS**

**NAVIGATE RELATIONAL WATERS WITH MORE CONFIDENCE,  
CARE AND INTEGRITY.**

**ACQUIRE LEADERSHIP CAPACITIES NEEDED TO IMPROVE  
THE INTERIOR CONDITION OF AN INTERVENING TEAM**

**TAP INTO AND HARNESS THE POWER THAT LIES WITHIN  
THE FUNDAMENTAL GROUND OF RELATIONSHIP IN  
YOURSELF, WITH ANOTHER AND IN THE SPACE BETWEEN**



**6 EXPERIENTIAL SESSIONS,  
12.30-2.45PM (LONDON, UK)**

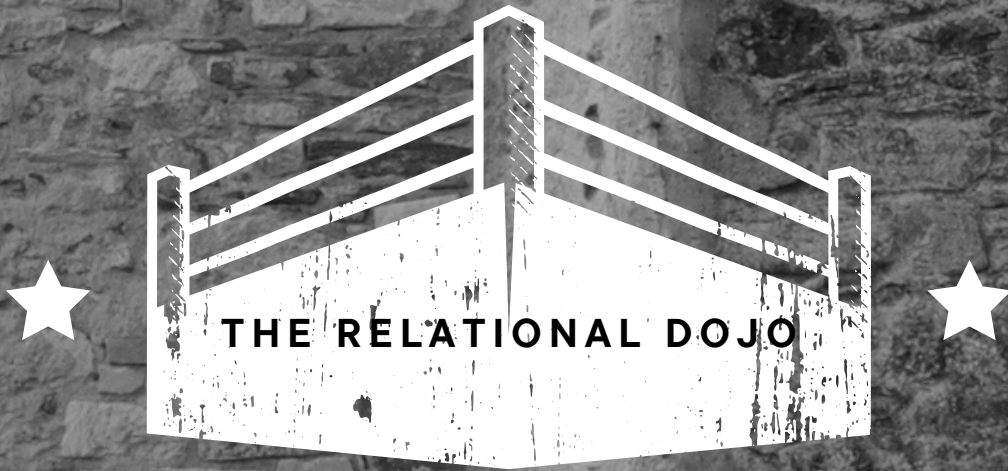
**DATES 2024:  
2 MAY, 9 MAY, 16 MAY, 23  
MAY, 6 JUNE, 13 JUNE**

**BOOK YOUR PLACE: £300**

**SLIDING SCALE (£275-350)  
IT IS IMPORTANT TO ME THAT  
THIS PROGRAM IS ACCESSIBLE**

**TASTER SESSION:  
18TH APRIL  
12.30-2.30PM  
£45**

**£350 ALLOWS SOMEONE ELSE IN  
DIFFERENT FINANCIAL  
CIRCUMSTANCES TO ALSO  
PARTICIPATE**



**WANT TO KNOW MORE?**

**BOOK A FREE 20-MIN CALL ON  
[WWW.DAPHNE-VANRUN.COM](http://WWW.DAPHNE-VANRUN.COM)**

**OR JOIN THE TASTER SESSION ON WED  
18TH APRIL AT 12.30PM (LONDON, UK)  
SIGN-UP VIA [WWW.DAPHNE-VANRUN.COM](http://WWW.DAPHNE-VANRUN.COM)**

# CONTACT & MORE

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FOR MORE INFORMATION OF TO BOOK A FREE 20-MIN CALL TO FIND OUT IF THIS IS FOR YOU, PLEASE GO TO [WWW.DAPHNE-VANRUN.COM](http://WWW.DAPHNE-VANRUN.COM)

## THE SMALL PRINT...

THE PRACTICES OF RELATIONAL AWARENESS WORK WITHIN THE OFTEN UNSEEN FUNDAMENTAL GROUND OF RELATIONSHIP THAT UNDERPINS OUR EXPERIENCE. A FUNDAMENTAL PRINCIPLE OF THESE SPACES IS 'SELF-CARE', KNOWING YOURSELF WELL ENOUGH TO TAKE CARE OF YOUR NEEDS (WHETHER THAT IS SAYING 'NO', MOVING YOUR BODY OR LOOKING AFTER YOURSELF IN ANOTHER WAY). IT IS THEREFORE IMPORTANT THAT WE HAVE ENOUGH MENTAL AND EMOTIONAL MATURITY AND RESILIENCE TO BE WITH THE EXPERIENCES THAT MIGHT COME UP IN A RELATIONAL DOJO. BY SIGNING UP TO THESE RELATIONAL DOJOS YOU COMMIT TO THIS PRACTICE OF 'SELF-CARE' AND YOU CONFIRM THAT YOU HAVE UNDERSTOOD THAT THE PRACTICES OF RELATIONAL AWARENESS ARE NOT THERAPY, EVEN THOUGH MANY PEOPLE REPORT THERAPEUTIC OUTCOMES FOLLOWING ENGAGING IN THESE EXPERIENTIAL SPACES. IF YOU HAVE ANY QUESTIONS, DO CONTACT ME ([CONNECT@DAPHNE-VANRUN.COM](mailto:CONNECT@DAPHNE-VANRUN.COM)).

## PHOTO CREDITS

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**DO YOU WANT TO BE BETTER  
EQUIPPED AT  
SETTING BOUNDARIES AND NAVIGATE  
CONFLICT MORE SKILFULLY?**

**ARE YOU PART OF SELF-LED AND  
SELF-ORGANISED STRUCTURES? DO  
YOU WANT TO IMPACT THE WAY  
COLLABORATION, TRUST, AND  
INNOVATION ARE FOSTERED WITHIN  
YOUR ORGANISATION MORE  
CONSCIOUSLY?**

**JOIN  
THE RELATIONAL DOJO  
TO LEARN TO BUILD COHESIVE TEAMS  
THAT MAKE BETTER DECISIONS**