

GLOSSARY

3rd entity	Refers to the powerful relationships between people in a system and highlights the unique qualities, personality, character, spirit, and culture of a relationship system. It is the relationship system itself as a living organism with its own unique wisdom and personality separate and different from its players.
Alignment	Refers to finding the common goal or interest in a relationship system and creating action from that.
Conflict	Refers to opposing views, perspectives, and opinions in a relationship system. Conflict is seen as a systemic event, a signal that change is needed in a system and that something new is trying to emerge. Conflict is the engine for change, provided it is productive rather than toxic.
Deep Democracy	The belief that all voices in a system are important and have wisdom, including the marginalized and unpopular ones.

<p>Designing the Team Alliance (DTA)</p>	<p>Refers to designing together the “being” or “social contract” of collaboration in a specific meeting or around a specific task. It creates the culture needed to execute the task at hand. It is about how to be together while working on an initiative, and it should not be reduced to “who will do what by when.” It fosters collaboration and increases creative retrospectives in service of becoming more effective as a team and building a culture of efficacy.</p>
<p>Edge model</p>	<p>A powerful lens to track and create conscious awareness of the impact of change or impending change in a relationship system. The edge divides the current and established identity (the known) and new identity (the unknown).</p> <p>Edge as such refers to the no-man’s land separating that which an individual, team, or organization identifies with at any given moment versus that which they do not. The latter could be what they are becoming or forced to become or what they have marginalized or disavowed. Inevitably, there are emotional obstacles that people or systems need to cross to get access to this new identity.</p>
<p>Emergence</p>	<p>The natural tendency of relationship systems to evolve as an expression of their potential. Emergence brings the new to the surface. It occurs when a system gets properties or behaviors its parts do not have on their own. They only emerge when the parts interact in a wider whole.</p>

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Emotional field	The type of energy within a relationship system as it evolves moment by moment. It is often not spoken about despite always being present and sensed, and, therefore, it is a rich and often neglected source of information when working with systems.
Emotional Intelligence (EQ)	The ability to be aware of your own emotions and taking responsibility for actions flowing from those.
Metaskill	Refers to the feeling quality that brings your skills to life and makes them more effective. It is about the stance, attitude, and intention you bring to your actions. What is the energetic impact you want to make on the system? The outcome is to create an intentional energetic field within which the work is done.
ORSC	Organization and Relationship Systems Coaching (ORSC). ORSC is a powerful team and partner coaching model providing tools and skills with which to focus and reveal the web of connection—or relationship system itself—as the client or stakeholder. It is informed by RSI and informed the Systems Inspired Leadership model.
Relationship system	A group of interdependent entities with a common focus or goal.

<p>Relationship System Intelligence™ (RSI)</p>	<p>Refers to the ability to interpret an individual’s experience (and that of others) as an expression of the system. The experience is personal and also belongs to the system. It focuses on the relationship system itself (rather than on the individuals/elements in that system) and enables the ability to create from the system and help it grow and evolve collectively. It is theoretically underpinned by five important principles.</p>
<p>Social Intelligence (SI)</p>	<p>The ability to accurately read the emotions of others, and the capacity to empathize.</p>
<p>System</p>	<p>See “Relationship system.”</p>
<p>Systems Inspired Leadership™ (SIL)</p>	<p>The ability to create and lead from the system, trusting that the answer is already there and waiting to be revealed. Rather than directing the system, Systems Inspired Leaders facilitate emergence. They work with and rely on the system to give birth to what is trying to happen. They hold leadership as a role of the system and grow shared leadership at all levels in the organization.</p>
<p>Systems Inspired Safety</p>	<p>Ability to co-create a space where people feel comfortable to speak their truth and share their vulnerabilities. It lives in a Systems Inspired Culture where team members believe they will not be punished or humiliated for speaking up with ideas, questions, challenges, or mistakes. The ability to hold and open up a creative space.</p>

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System of "IT"	Refers to the collective whole and is bigger than the system of we. It shifts the gaze from the team to the bigger enterprise, from government to country, from individuals to community, from system to ecosystem, from people to humanity, the planet, even the cosmos. It also includes new and big ideas, dreams, and longings that want to manifest themselves in the world.
VUCA	Volatile, uncertain, complex, and ambiguous; characterizes the context of the twenty-first century.