



OVERVIEW OF PACE PROGRAM

PROFESSIONAL AND COMMUNITY ENGAGEMENT

PDF with live links at rw360.org/overview-pace

The PACE Program provides professional development training in emotional intelligence and conflict resolution that helps people to build healthy relationships and develop skills that reduce conflict, promote civil dialogue, enhance the ability to find common ground on divisive issues and improve business productivity and career advancement.

This training also provides opportunities for people to compare different worldviews and to clarify the personal values that will guide their relationships, their management of emotions and their responses to conflict.

FREE INTRODUCTORY TRAINING

The introductory teaching in this program is delivered through live, 1-hour pilot test seminars that are provided as a free community service and customized for eight specific audiences:

1. [Workplace \(Articles\)](#)
2. [Public Servants \(Articles\)](#)
3. [Attorneys \(Articles\)](#)
4. [Nurses/Health Care \(Articles\)](#)
5. [Teachers \(Articles\)](#)
6. [Law Enforcement \(Articles\)](#)
7. [Military \(Articles\)](#)
8. [College \(Articles\)](#)

PROFESSIONAL CONTENT COMPATIBLE WITH ALL WORLDVIEWS

Each of these free seminars provides professional quality training on emotional intelligence (EI/EQ) and conflict resolution that is compatible with [all worldviews and faiths](#).

After describing the benefits and potential downsides of emotional intelligence, the seminar introduces the concept of “relational wisdom[®],” an enhanced form of emotional intelligence that helps people integrate their personal worldview and value system with the skills of emotional intelligence. These concepts have been taught in a variety of settings, including businesses, hospitals, law firms, police departments, churches, military bases and to state legislators and congressional staff on Capitol Hill (see [Endorsements](#)).

The seminar also shows how our personal values guide our management of emotions and our approach to resolving conflict. After describing principles of conflict resolution that are found in all worldviews and faiths, we introduce the concept of “alternative dispute resolution” (ADR) and show how mediation and arbitration are especially helpful in conflicts involving close personal relationships (workplace, school, divorce, probate, church, etc.), which are often destroyed through litigation but can be restored through alternative dispute resolution.

At the end of the pilot test seminar, students are offered scholarships for free access to RW360's interactive 8-hour [online course on relational wisdom](#), which normally costs \$49. These scholarships extend to students' spouses, partners and older children, enabling entire families to improve their relational skills.

By including secular studies on the benefits of emotional intelligence in diverse professions, describing universally accepted conflict resolution principles and giving students free access to online training that is compatible with all worldviews and faiths, the seminar provides a broad and balanced perspective on emotional intelligence and conflict resolution for diverse audiences.

DOUBLE BENEFIT OF EMOTIONAL INTELLIGENCE TRAINING

This training taps into modern society's growing interest in emotional intelligence (EI/EQ), which is being promoted in diverse corporate, academic and professional venues ([articles](#)). As explained in [Relational Wisdom Strengthens Both Families and Businesses](#), this type of training provides major benefits for both employers and employees because these skills can strengthen relationships both at home and in the workplace. Happy home lives contribute to productive work lives, leading to improved job performance and career advancement, higher employee retention and improved profitability.¹

COMPLIANCE WITH EMPLOYMENT AND CONSTITUTIONAL LAWS

This training treats all worldviews with equal respect and allows students to choose for themselves which worldview will guide their use of these skills. Therefore, this training complies with the U.S. Equal Employment Opportunity Commission (EEOC) [Guidelines on Religious Discrimination](#) and the U.S. Constitution's Free Exercise, Establishment and Free Speech clauses, as articulated by the Supreme Court's 2022 ruling in [Kennedy v. Bremerton](#) (see [Frequently Asked Questions about Secular/Government training](#)).

ORGANIZATION-WIDE TRAINING

Introductory PACE seminars and the 8-hour follow-up online courses are offered without charge by RW360 and our network of PACE instructors to allow organizations to assess the quality and relevance of this training. If an employer wants to make this professional development training available to their entire workforce and their families, an employer may: (1) hire an RW360 Instructor to provide live training and skills coaching, or (2) obtain group discount codes that allow employees and their families to register for the full 8-hour online course in relational wisdom ([click here for details](#)).

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¹ [Corporate studies](#) have shown that the cost of replacing an employee can range from tens of thousands of dollars to two times an employee's annual salary. [Similar studies](#) show that the average cost to an organization for divorcing employees is \$8,317 per employee per year due to loss of concentration, absenteeism, shortened work hours, time off for court dates, health issues and reduced staff engagement. Therefore, investing in training that increases employee retention and strengthens employees' families is one of the best financial investments a company can make.