



Be a Peacemaker.
Transform Your Relationships.™



Bringing Relational Wisdom Into Your Workplace

Relational Wisdom® 360

Free Download

BRINGING RELATIONAL WISDOM INTO YOUR WORKPLACE

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-WORKPLACE

DAILY RELATIONAL CHALLENGES IN THE WORKPLACE

Businesses are built on relationships between management, staff, clients and customers. When these relationships are healthy, businesses thrive. But when a team lacks healthy relational skills, daily interactions can trigger costly 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

TRANSFORM YOUR WORKPLACE

As you strengthen your team's relational skills, you can build a workplace that prides itself on growth and purpose. Relational Wisdom enables you 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**.

SUPPORTING STUDIES

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.*"

- [Emotional Intelligence in the Workplace](#)
- [Relational Wisdom Strengthens Both Families and Businesses](#)

SET AN INSPIRING EXAMPLE

In 1 Timothy 4:15, the Apostle Paul gave his young protégé some life changing advice: *“Practice these things, immerse yourselves in them so that all may see your progress.”*

Modeling is the most effective way to teach relational skills and to set the stage for sharing the gospel (1 Cor. 11:1; John 13:35).

You can learn valuable principles of relational wisdom and peacemaking by attending a seminar, but if you want these skills to grow into habits that become part of your character, conforming you more and more to image of Christ, you need to “practice these things and immerse yourself in them.”

The reward for such a commitment is to experience God’s transforming grace in your friendships, marriage, parenting and work life, and to see others in your sphere of influence grow as they follow your example. Here are some practical action steps you can take to inspire this kind of personal growth in yourself and others.

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.

- Study and learn 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. You can take our two foundational courses in either order:
- [Discovering Relational Wisdom](#) (10-12 hours).
- [Relational Peacemaking](#) (12-14 hours).
- Model and teach these concepts to your children, as described in [Preparing Children for Highly Relational Lives](#) and [Raising Empathetic Children](#). If your older children complete the relational wisdom course, they can add an “Enhanced Certificate in Emotional Intelligence” to their resumes, which will give them an advantage when pursuing scholarships or desirable jobs (see ["EI and Teens" studies here](#)).

BRING RELATIONAL WISDOM INTO YOUR WORKPLACE

- Read [RW Strengthens Both Businesses and Families](#) and [RW in the Workplace](#) to see how RW can benefit your employees and their families and make your company more financially profitable.
- RW360’s training in relational wisdom is available in both 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.



- Regardless of which course employees choose, they will encounter 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](#)).
- Since employees are free to choose which course they will follow, this training fully complies with U.S. Equal Employment Opportunity Commission (EEOC) [Guidelines on Religious Discrimination](#).
- Introduce your company leadership team to this training by sharing the information provided above with them, as well as this [Features and Benefits](#) statement. Then schedule a time to discuss these concepts and explore ways that you could practice them in your personal lives and model them to your employees.
- Follow the plan set forth in [Using Relational Wisdom for Organization-Wide Professional Development Training](#) to provide this professional development training to your entire workforce while simultaneously giving all 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. (These levels of training are currently available only in faith-based versions.)
- You can also use RW360's *Transformed Pamphlet* to spread the gospel in your company, with your customers 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 an employee to Christ. You could also place pamphlets in a brochure rack in your lobby or lunchroom so that customers and employees can pick them up on their own. You could also use the related free Bible study as a discipleship tool in your home, teaching your children how to improve their relational skills as they embrace the transforming power of the gospel. These pamphlets are available through the [RW360 Bookstore](#).
- You can find additional guidance on how to share the gospel through this free online course: [Using Relational Wisdom for Witnessing](#).

BRING RELATIONAL WISDOM INTO YOUR CHURCH AND COMMUNITY

You can use the following materials to introduce the leaders of your church to ways you can use RW360's resources to strengthen the relational skills of your congregation so they are more effective in sharing their faith and spreading the gospel in your community.

- [Guiding People Through Conflict](#) is a 70-page ebooklet that illustrates how relational wisdom, biblical peacemaking and Christian conciliation can be used to resolve a wide variety of church conflicts.

- Encourage your leadership team to go through [The Relationally Wise Leader Seminar](#) together, which provides a free 2-hour introduction to relational wisdom, biblical peacemaking and leadership applications.
- Review some of our [Pastoral Ministry Blogs](#) and discuss how these principles could be applied in your church.
- RW360's [group study sets](#) can be used for Sunday school and small group studies.
- Establish a [Peace Sower Team](#) to develop an in-house capacity to provide members with ongoing training, coaching and conciliation services, which can relieve church leaders of many hours of pastoral counseling and conflict resolution.
- Train church members to use the resources of the [PACE Program](#) for [community outreach, evangelism and church growth](#).

If you have any questions about these resources or how to use them in your personal life, workplace or church, please contact RW360 at mail@rw360.org or 406-294-6806.

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