



Going Beyond Emotional Intelligence™

## FEATURES AND BENEFITS

### Features

*Relational wisdom*® (RW) is an enhanced form of “emotional intelligence” (EI), which is being used by corporations, public, business and medical schools, counselors and even NFL and Special Forces teams to improve professional performance, leadership skills and team effectiveness and productivity (see [www.rw360.org/articles](http://www.rw360.org/articles)).

*Exploring Relational Wisdom 3.0* is presented as a live six-hour seminar and also as an interactive online course, both of which provide an introduction to the foundational principles, benefits and practical applications of relational wisdom. The online course is available for individual or group study using a computer, tablet or smartphone and typically requires 6-10 hours to complete, depending upon the amount of time students take to answer the optional essay questions.

The course includes these topics:

- Benefits of relational wisdom
- The neurology of emotions and how they shape relational and leadership dynamics
- The six fundamental relational skills of RW
- Four basic acrostics (SOV, GPS, READ, SERVE) that make it easier to practice RW
- How to develop a personal application plan for ongoing growth in RW

The course utilizes a variety of learning methods, including teaching and demonstration videos, reading relevant articles, multiple-choice quizzes, interactive discussion questions and practical life applications.

RW has been taught to nonprofits, social service agencies, business groups, counseling organizations, churches, law firms, construction and real estate companies, military and law enforcement personnel, and members of the U.S. Congress. When taught in a live setting, the content, illustrations, and applications may be presented in either a faith-based or values-based (secular) format and will be adjusted to suit the core values of the audience (see [sample corporate, military and first responder core values statements](#)).

The course developer, Ken Sande, is the founder of Peacemaker Ministries and Relational Wisdom 360. Trained as a mechanical engineer, lawyer and mediator, Ken has conciliated hundreds of family, business, church and legal conflicts. As president of RW360, he now focuses on teaching people how to build strong relationships in the family, church and workplace. He teaches internationally and is the author of numerous books, articles, and training resources, including *The Peacemaker*, which has sold over 500,000 copies in seventeen languages. He is a Certified Emotional Intelligence Instructor with [www.TalentSmart.com](http://www.TalentSmart.com), a Certified Relational Wisdom Conciliator and Instructor, and has served on the Alternative Dispute Resolution Committee of the Montana Bar Association and as an Editorial Advisor for Christianity Today. Live RW seminars are taught by Certified Relational Wisdom Instructors™.





## Benefits

Students will leave a live seminar with a detailed study guide, a summary pamphlet for quick review of the key concepts, a personal growth plan, a [smartphone app](#) containing hundreds of articles and videos, and access to additional online materials to aid in practical application and further study.

Since relational wisdom incorporates all of the core principles of emotional intelligence, and adds several improved features (such as practical acrostics to facilitate daily practice), it can produce the same benefits associated with improved EI (see [Employers Reap a Double Benefit from RW Training](#)). As one recent study revealed:

“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.” [Relational Wellness: Corporate America’s Business](#).

Two leading experts in emotional intelligence, Travis Bradberry and Jean Greaves, who have worked with dozens of Fortune 500 corporations, have conducted over 750,000 EI appraisals. Here is a sample of their conclusions (*Emotional Intelligence 2.0*, pages 19-22):

- Emotional intelligence (EI) accounts for **58% of performance** in all types of jobs.
- It’s the **single biggest predictor** of performance in the workplace and the strongest driver of leadership and personal excellence.
- **Ninety percent of top performers** are also high in emotional intelligence. Conversely, just 20% of bottom performers have high emotional intelligence.
- **People with high EI make more money** – typically \$29,000 more per year – than people with low relational skills. Every point increase in relational skills adds **\$1,300** to an annual salary.
- These findings hold **true for people in all industries, at all levels, throughout the world**.
- High emotional intelligence has been shown to correlate to enhanced empathy and communication skills, closer alignment with organizational values and goals, improved team cohesiveness, higher stress tolerance, greater flexibility to change, better balance between work and family life, less conflict, reduced staff turnover, improved job performance and advancement, higher customer satisfaction, increased efficiency, impact, and productivity, and even better health and recovery from illness.

Of course none of these benefits appear automatically. Like playing golf or the piano, growth will depend on individual discipline and effort. So individuals who sincerely embrace RW and practice it on a regular basis will grow more quickly and experience far greater benefits than those who are half-hearted about improving their relational skills.

## Supplemental Resources

- [Values-Based Summary Sheet](#)
- [Values-Based Study Guide](#)
- [Online Course](#)