

Relational legacy

What is it?

We all have relational legacies - relationships with key people from our personal and professional lives - that influence us and how we relate to others.

What is it used for/ Purpose?

The relational legacy activity:

- Helps participants gain self-awareness regarding the relationships with key people who have made them who they are.
- Highlights the importance of recognition in our relationships with others - especially as leaders - as a foundation for building mutual respect.

Relationships matter

“Relationships matter at the most basic level. As human beings, we exist as members of collectives, and we survive only if we are accepted and recognized by others, starting at birth. We are thus interdependent, both emotionally and physically, at the most basic level of survival.”

Gittell, J. H. (2023). *Transforming relationships for high performance: The power of relational coordination*. Stanford University Press.

Your own relational legacy

PERSONAL REFERENT PERSON

How does/did
he/she make you
feel?

How does/did
he/she recognize
you?

What do/did you do
to obtain his/her
recognition?

What did you
learn/have you
learned from
him/her?

PROFESSIONAL REFERENT PERSON



Take 5 minutes
on your own.

Then share
what you wish
in small
groups.

Courtesy of
Instituto
Relacional

REFERENT PERSON

A referent person is someone from our personal or professional network, that had/has a significant influence in the way I am, I act and I manage relations.

Relational legacy debrief

- How have you been recognized by key people in your life?
- How did that make you feel?
- What did you do to obtain that recognition?
- What have you learned from that person?
- How does that impact your leadership today?