**Thursday, October 5th (10:30-Noon ET)**

**Factors and Processes Underlying Increases of Relational Coordination in Task-Coordinating Groups**

10:56:30 From Jody : here we go - welcome to all!

11:21:24 From Lauren Hajjar : These findings are incredibly interesting and complex. I’m curious about how psychological safety is cultivated within organizations that have cultures of distrust and lack that basic human need for safety and security? From a research perspective, how does psychological safety relate to other relational factors?

11:22:10 From johnpaulstephens : We can discuss psych safety in our breakout groups in terms of the practice-focused aspects of Jim’s work

11:22:43 From KDailey : Jim, Great work here! I can relate to all of it in our setting... I can't wait to get my hands on a copy of your transcript to read in its intirety.

11:29:31 From Jessica Estevez : i am very new to this process and am wondering how it connects to racial healing and transformation work.

11:31:14 From Sarah Hean hean : Apologies. I need to drop out to another meeting. This was very interesting for me and I look forward to reading more about your work JIm and exploring more about your work. I am also exploring strong structuration theory that explores how internal and external structures may impact on relational coordination. Would like to superimpose this onto your excellent model. Look forward to reading more.

11:31:58 From Jody : bye Sarah see you soon!

11:32:44 From Jody : fascinating question from Jessica - I would like to think it could be helpful - what are you thinking?

11:32:56 From jim best : Carmeli et al have 6 studies that relate these factors to psych safety, including one with Jody

11:35:47 From KDailey : Yes, Jim! These were some of the first studies that I read introducing me to Relational Coordination and the constructs of High Quality Relationships. Wonderful studies.

11:38:22 From sarah janssens : I have to go - thanks for an interesting introduction to the topic

11:38:43 From Jody : could RC help with racial healing and transformation? My first thought is mutual respect as a starting point - and seeing each others perspective - seen, heard and respected

11:39:15 From Jody : good to see you Sarah

11:39:39 From jim best : @Jody .. HSR has got to be a starting point

11:40:14 From Diane Rawlins : So sorry everyone—need to hop in my car. Thank you very much for a fascinating session Jim!

11:41:46 From Loïc : I think it might also depend on the context. I mean, if people do share the same goals, even though they might be disturbed when facing racial diversity

11:53:03 From Anthony Suchman : Self-determination theory (which addresses intrinsically motivated behavior change) has useful insights for relational leadership and creating white space.

11:55:50 From Jody : Saleema Moore’s dissertation on RC and networks included a sense making process enabled by leadership

11:56:35 From Loïc : I'm sorry, I have to go now. Thank you Jim for your great presentation, and thanks everyone for the very interesting inputs. Look forward for the next one!

11:56:49 From Jody : thank you Loic!!!!

11:57:33 From johnpaulstephens : A bientôt Loïc!

11:59:04 From Julius Yang : I am intrigued by Jim and John Paul's discussion of power levels... Is there an understanding of how pre-existing power relationships within RC dyads should inform/impact which interventions might be most effective in improving RC in those dyads?

12:00:06 From Anthony Suchman : That connects with Ed Schein's notion of Humble Inquiry (and humble leadership), neutrializing impact of hierarchy on people speaking their truths.

12:00:29 From johnpaulstephens : Julius, I think this is a great point! Jody reflects on some of this in chapters 11 & 12 of her new book on Transforming Relationships for High Performance…different practitioners share how (briefly) on alternative designs for facilitating reflection on the map

12:00:33 From BIT : Thank you so much Jim, wonderful work - so inspiring

12:00:37 From johnpaulstephens : Starting with the leader vs. not is a key question

12:00:41 From Anthony Suchman : If any pesopective is silenced, everyone loses.

12:00:43 From Julius Yang : Thanks for a fascinating session..