

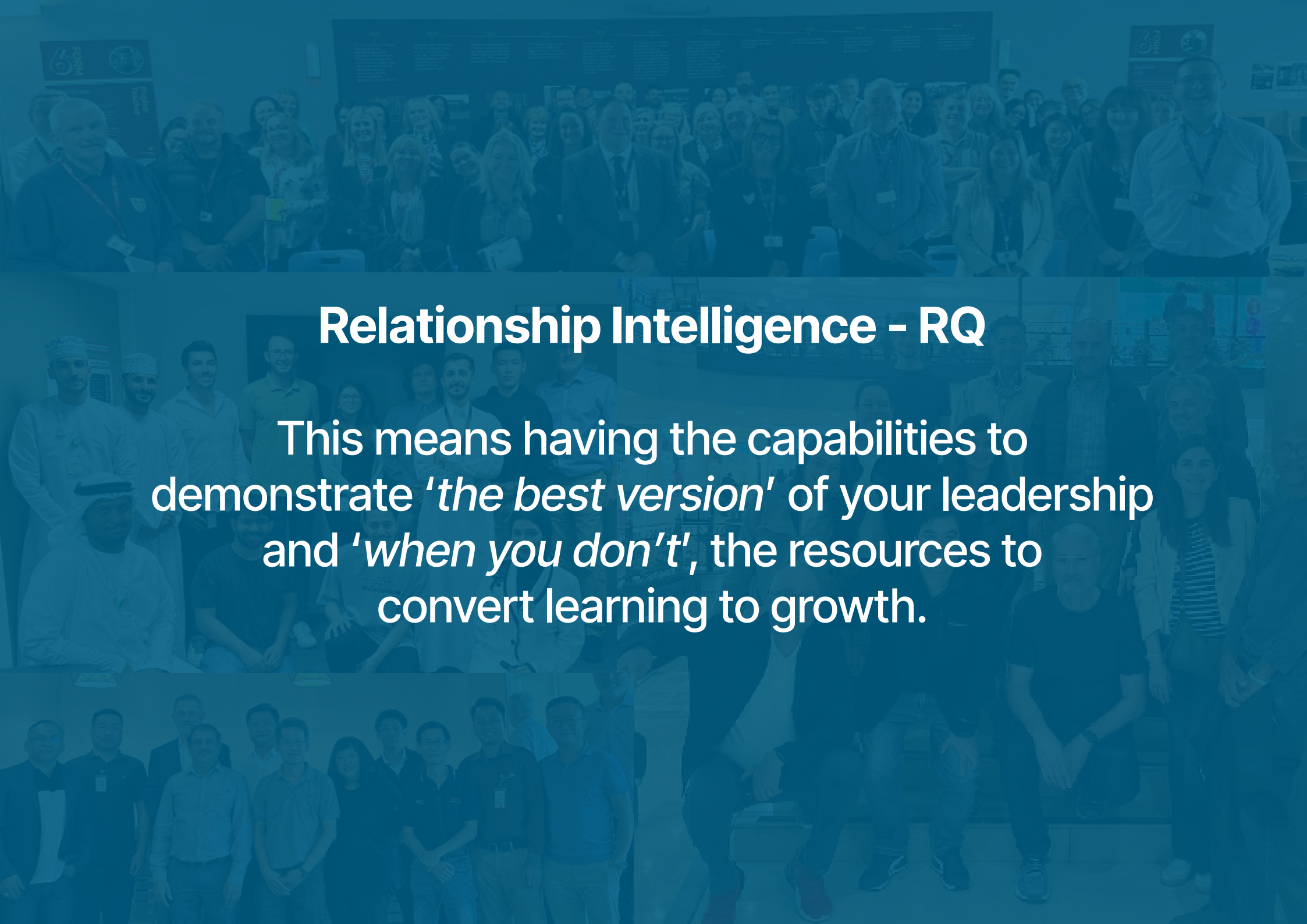
Relationship Intelligence

GROWTH The best version of leadership

PSL

PEOPLE STRATEGY LEADERSHIP

Taking your people to the next level



Relationship Intelligence - RQ

This means having the capabilities to demonstrate '*the best version*' of your leadership and '*when you don't*', the resources to convert learning to growth.

Growth : Being The Best Version of Senior Leaders. A few examples of the benefits:

The best version of yourself as a leader (whether you're a CEO, senior executive, middle manager or influencer) creates transformative ripple effects that elevate entire organisations, industries and communities.

Organisational Transformation

Aligning a few or thousands around a compelling vision, turning ambiguity into focused action. Shaping values (innovation, integrity, people matter) that attract talent and drive ethical decisions. Balancing short-term wins with long-term resilience (investing in R&D and training during downturns). Steadying the ship during turbulence with calm, transparent and decisive direction.

Unleashed Human Potential

Empowering employees to innovate, challenge norms and fail forward without fear. Top performers flock to leaders who invest in growth and purpose. Retention soars. Identifying and preparing future leaders, ensuring continuity beyond tenure. Actively dismantling barriers, ensuring diverse voices shape strategy.

Accelerated Innovation & Adaptability

Anticipating market shifts (AI, sustainability) and pivots resources pro-actively. Rewards calculated risk-taking, turning 'what if?' into 'what's possible' and 'what's now.' Channelling capital, talent and time toward breakthrough opportunities.

The Bottom Line

Exceptional leaders create a virtuous cycle. They inspire people. Deploy bold innovation. Build sustainable value and trust capital. Their impact is great. By becoming your best leadership self, you don't just run a team, department, region or an organisation, you ignite a movement, uplift communities and leave a blueprint for others to build upon.

Stakeholder Trust & Influence

Demonstrating strategic discipline, translating vision into predictable returns. Builds brands anchored in authenticity and social responsibility. Shaping standards, partnerships and policies beyond their organisation. Leveraging scale to address societal needs and challenges (e.g., equity, climate).

Legacy Beyond Tenure

Creating structures that thrive without heroic intervention. Embedding enduring principles that outlast market cycles. Inspiring future leaders to pay it forward (e.g., mentorship ecosystems).

What Best Version of Leaders Practice

Leading with vulnerability sharing struggles, doubts and lessons cautiously. They champion others' ideas over their own, giving credit to teams and individuals publicly. Setting the 'why' and this-is-because boundaries, then empowering teams to own the 'how'. Measuring success by health of the entire value chain (employees, planet, partners).

Critical Mindset Shifts

Best does not mean charisma. It's clarity, empathy and moral courage, especially in hard decisions. Power does not mean authority. True influence comes from trust, not titles. Legacy does not mean metrics. It's the lives changed and systems built after you step away.

Inspired by David Cote (Winning Now Winning Later) Simon Sinek (Start With Why), Brené Brown (Dare to Lead) Ray Dalio (Principles)

Becoming the “best version” of a senior leader transcends management skills and enters the realm of strategic guide, visionary influence and astute impact. It requires shifting focus from directing teams to shaping ecosystems, cultures and futures. Here are some of the essential skills:

Strategic Foresight & Systems Thinking

Anticipating Disruption

Plotting emerging trends, threats and opportunities years ahead.

Seeing the Whole System

Understanding complex interdependencies (market, society, tech, geopolitics) and their ripple effects.

Long-Term Horizon Planning

Balancing immediate demands with 3-5+ year strategic bets.

Scenario Planning

Preparing for multiple plausible futures, not just extrapolating the present.

Refining Vision, Purpose & Clarity

Articulating and Inspiring “Why”

Creating a compelling narrative that galvanises stakeholders.

Aligning Strategy with Values

Ensuring organizational goals reflect deeper societal/ethical purpose.

Future-Back Thinking

Defining the desired future state and working backward to build it.

Masterful Enterprise-Wide Influence

Stakeholder Choreography

Aligning boards, investors, regulators, partners and internal factions.

Coalition Building

Creating alliances across silos and competing interests.

Political Savvy (Ethical)

Navigating power dynamics with integrity to drive change.

Ambassador Leadership

Representing the organization's vision authentically to the world.

Enterprise-Wide Resource Optimisation

Capital Allocation Mastery

Deploying financial/human capital across portfolios for maximum strategic return.

Ecosystem Resource Leverage

Accessing external networks, partnerships, and markets.

Sustainable Resourcing

Balancing short-term returns with long-term resilience (ESG integration environment, social, governance).

Culture Shaping, Talent Care and Management

Culture Architect

Intentionally designing values, behaviours, and rituals that enable strategy.

CEO of Talent

Attracting, developing, and retaining top enterprise leaders (not just functional stars).

Succession Excellence

Ensuring seamless leadership pipelines for critical roles.

Inclusive Ecosystem Leadership

Creating psychological safety and belonging at scale.

Ambiguity Navigation & Decision Courage

Leading Without Blueprints. Making high-stakes calls with incomplete (enough) data amid volatility.

Intelligent Risk-Taking

Betting boldly while mitigating existential threats.

Paradox Management

Holding competing tensions (innovation vs. stability, profit vs. purpose, retention vs. downsizing).

Radical Accountability and Governance

Stewarding Trust

Upholding ethical standards, compliance and societal responsibility.

Board Engagement

Partnering effectively with governance bodies.

Transparent Performance Ownership

Taking responsibility for enterprise outcomes publicly.

Self-Awareness and Continuous Reinvention

Leadership Mirror Work

Seeking brutal feedback on blind spots and impact.

Cognitive Flexibility

Evolving mental models as contexts shift.

Legacy Mindset

Leading not just for quarterly results, but for enduring impact.

Energy and Presence Management

Sustaining resilience amid relentless demands.

Coaching and Mentoring at Scale

Developing Other Leaders

Elevating the next generation through wisdom transfer.

Creating Leadership Cultures

Embedding coaching mindsets throughout the organization.

Why These Skills Are Unique to Senior Leadership

Manager Focus

- Team performance
- Quarterly execution
- Individual development
- Operational efficiency
- Direct influence

Senior Leader Focus

- Enterprise, organisational health
- Multi-year strategic positioning
- Cultural evolution and succession
- Ecosystem disruption, creation
- Indirect, amplified influence

Becoming the “Best Version” Means

Moving from ‘Expert’ to ‘Synthesizer’

Integrating diverse inputs into coherent strategy.

From ‘Problem-Solver’ to ‘Ambiguity Navigator’

Tolerating unresolved complexity.

From ‘Achiever’ to ‘Steward’

Measuring success by sustainable impact, not personal wins.

From ‘In Control’ to ‘Empowering Systems’

Creating conditions where others excel without direct oversight.

The Litmus Test

Does your leadership elevate the organisation’s capabilities beyond your tenure?

Do you create leaders who out-think and outperform you?

Does your strategy serve both stakeholders and society?

Do you make others around you feel worth and capable of more?

Senior leadership’s ‘best version’ is less about competence and more about wisdom.

The discernment to see what truly matters, the courage to act on it and the humility to know you’re always learning.

Start by asking, what future am I uniquely positioned to create? And whose growth depends on my willingness to evolve?



RQ
Relationship
Intelligence



EQ
Emotional
Intelligence



PQ
Interpersonal
Intelligence



CQ
Collective
Intelligence

Sharpen the saw - this concept comes from the book
the 7 Habits of Highly Effective
People by Stephen R Covey.

It's powerful, because it's a principle
that is easy for really busy managers to forget.

*Keep using tools without sharpening them
and they become less effective.*

People are the same.

PSL Methodology



- 01** Discuss how we can help you
- 02** Design your program with your team
- 03** Demonstrate the value by doing a pilot
- 04** Deliver measurable results



PSL

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*"What sets PSL apart is its proven framework,
adaptive methodology and transformative training,
empowering people to do the best work in their field
and to not let their customers down"*

Chris Angel

Director of Global Operational Excellence and Digitisation

Honeywell

www.psl-uk.com

enquiries@psl-uk.com

0800 634 3399 01952 201966 +44 1952 201966