

# VentureIN:

## Creating Unity in Relationships, Teams and Organization



**ESSDACK**  
Our learners. Their future.



# Agenda

- **Seven levels of leadership and the impact they have on individuals and relationships.**
- **Leading when there is conflict and having courage to have conversations, not confrontations.**

# Culture Audits

*VentureIn has found two critical components of healthy relationships and teams...*

**HR**

***HR=Human Resources  
and Healthy Relationships***



# Healthy Relationships

*Awareness of self*

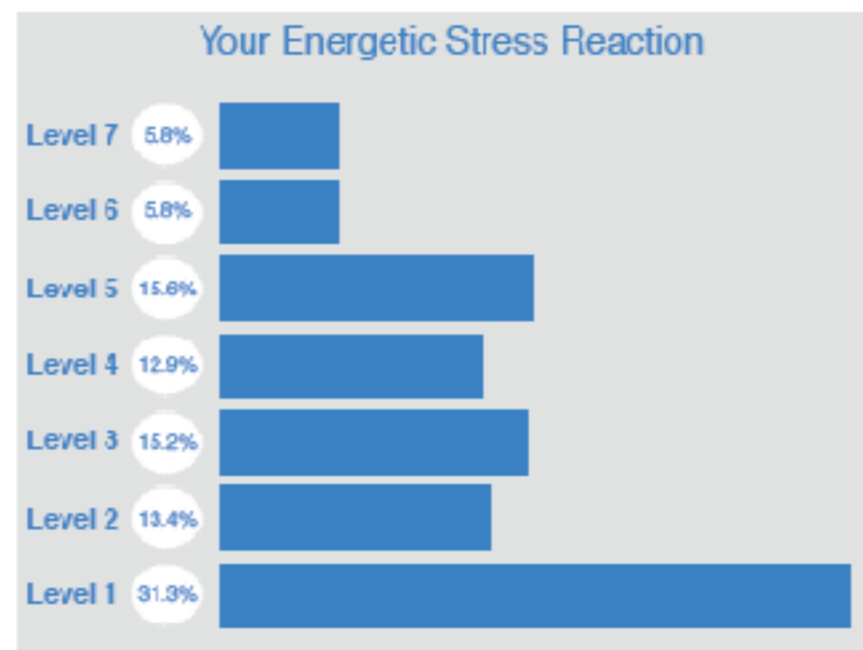
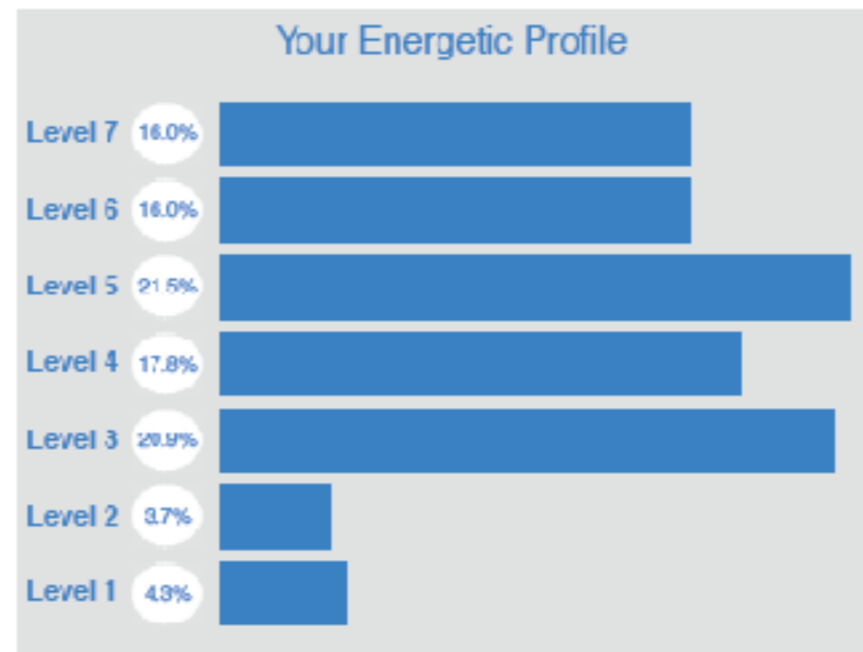
*Courageous  
conversations*

*United, committed action*



**Tips for  
decreasing conflict &  
increasing the health of our  
relationships**

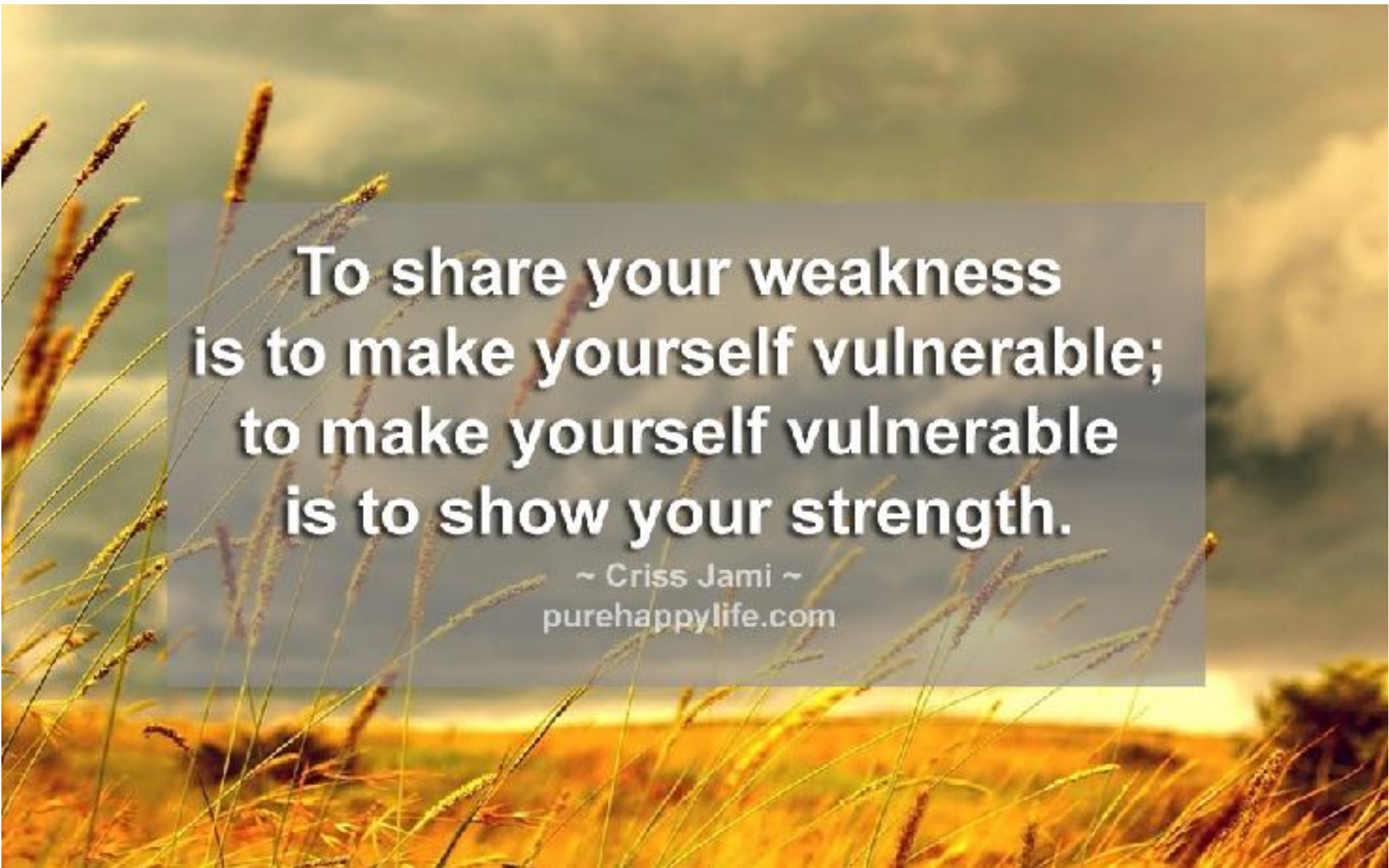
# Relationship Tip #1: Have Awareness of Your Energy



Your Average Resonating Level of Energy (ARL) is 3.86.



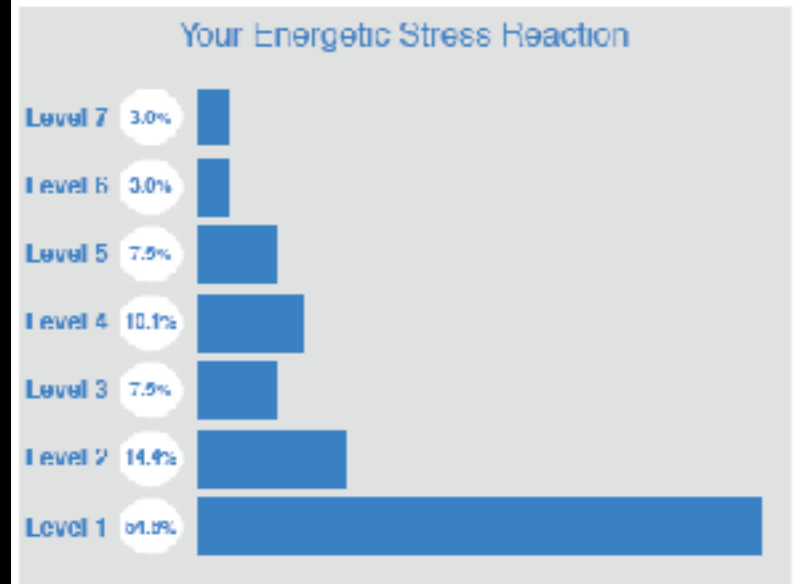
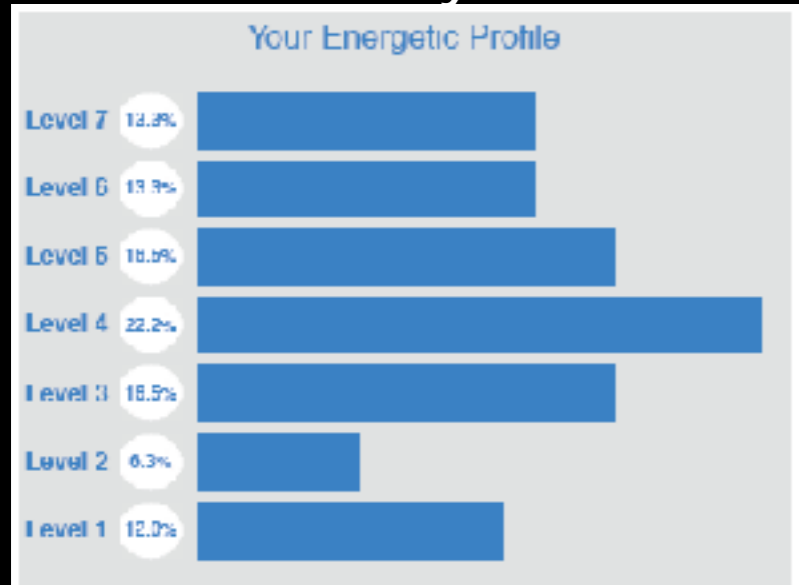
# Relationship Tip #2: Be Vulnerable



To share your weakness  
is to make yourself vulnerable;  
to make yourself vulnerable  
is to show your strength.

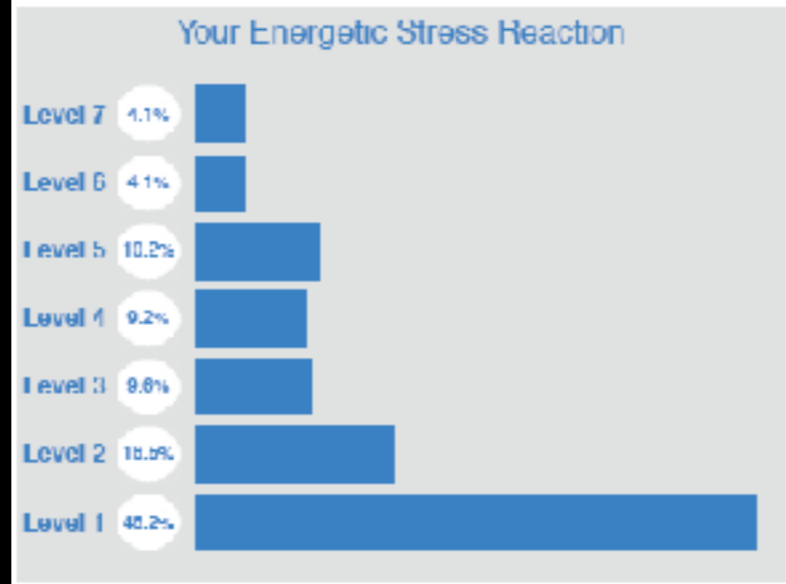
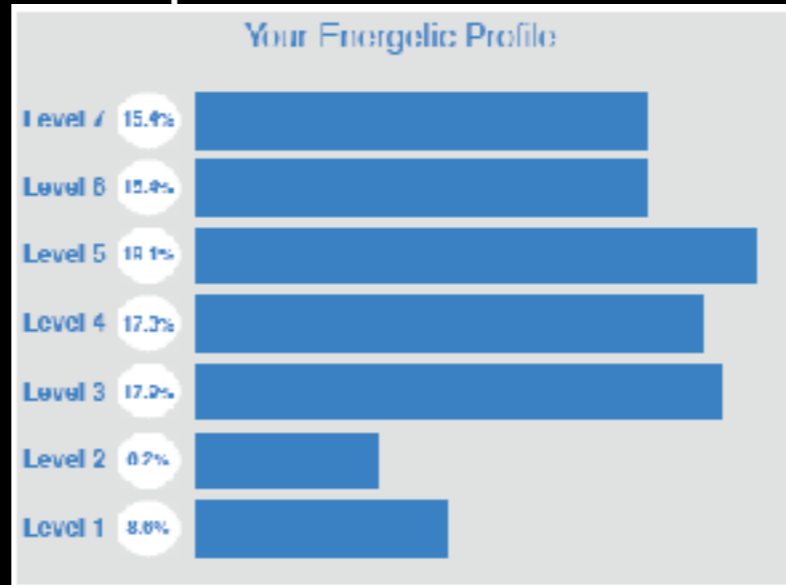
~ Criss Jami ~  
[purehappy.com](http://purehappy.com)

# February 2014



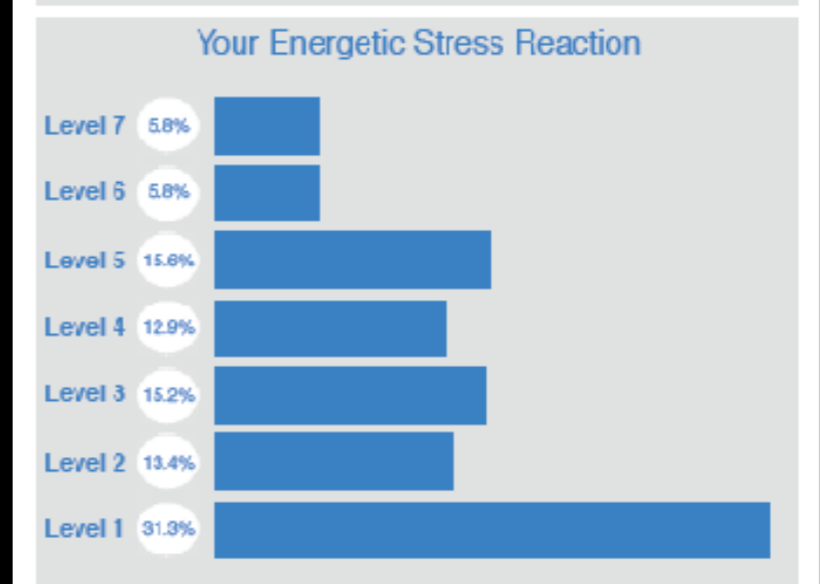
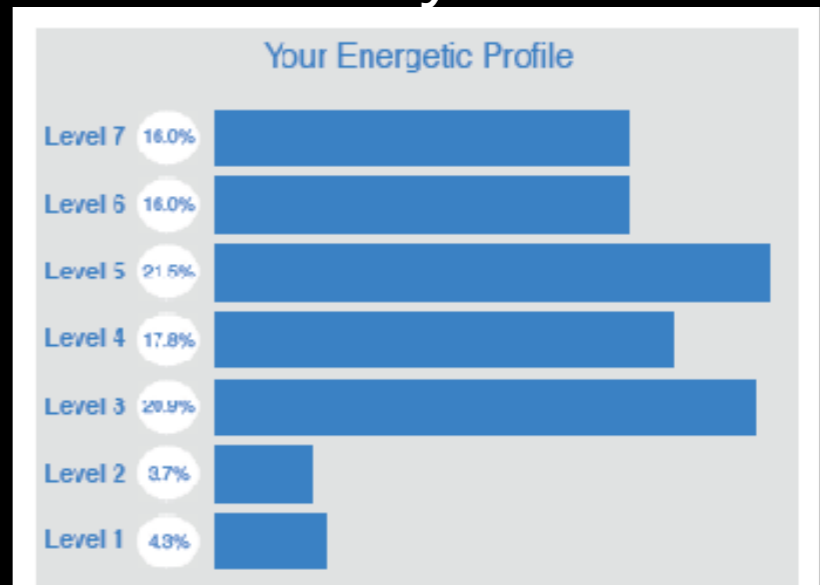
Your Average Resonating Level of Energy (ARL) is 3.22.

# September 2015



Your Average Resonating Level of Energy (ARL) is 3.45.

# January 2017



Your Average Resonating Level of Energy (ARL) is 3.86.

5/6/7 Energy

43.2%

49.9%

53.5%

1/2 Energy

69%

62.7%

46.7%

# Relationship Tip #3: Lead with Awareness

Between stimulus and response there is a space. In that space is our power to choose our response. In our response lies our growth and our freedom.

*Viktor E. Frankl*

meetville.com

# Relationship Tip #4: Believe in Self & Others

People will live **up to**  
or **down to** what you  
believe about them.

# FEAR

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- Almost all of this stems from fear of...
  - being safe
  - being liked and valued
  - disappointing someone
  - approval
  - failure
  - confrontation
  - retaliation
  - being ENOUGH and doing ENOUGH!

## Lessen:

- level 1 - the thoughts that you aren't "enough" —it leads to fear
- level 2 - the judgment of each other, comparison, and behaviors that cause division
- level 3- the tolerance or justification of behaviors that harm relationships or cultures
- level 4- trying to fix it for each other or carrying the heavy load of concern for everyone

## Increase:

- level 4- the care and concern you have for others
- level 5 - accept each other and solve problems with each other, not for each other. Believe in each other. Focus on each other's strengths, not areas of perceived weaknesses
- level 6 - be present with one another and increase synergy

***Catabolic energy is REAL, especially when there is change. Leaders with anabolic energy believe in people and create environments where commitment and resistance to change is examined and openly discussed.***

*~Tamara Konrade*

# Relationship Tip #6: Communication with Courage

**IN THE  
ABSENCE OF  
INFORMATION,  
WE JUMP TO  
THE WORST  
CONCLUSIONS.**

~ Myra Kassim

There is a story going on in my mind and I have no idea if it is true or not, but because I care about \_\_\_\_\_(you, our school, our team), I felt it was important to have this conversation.

# Relationship Tip #7: Commitment to Unite

WE ARE ONLY  
AS STRONG AS  
WE ARE **UNITED**,  
AS WEAK AS  
WE ARE **DIVIDED**.

J.K. ROWLING  
InspirationBoost.com



# Healthy Relationships

*Awareness of self*

*Courageous  
conversations*

*United, committed action*

# Healthy Relationships

*What committed action  
will you take to increase  
the healthy relationships  
in your \_\_\_\_\_?*

*Family, Team, Work, Community*

**A relationship  
is like a house.  
When a lightbulb  
burns out you  
do not go and  
buy a new house,  
you fix the  
light bulb.**

LOOKUPQUOTES.COM

**THERE WILL BE BUMPS AND  
BRUISES IN ANY RELATIONSHIP.  
BUT IF YA'LL COME TOGETHER  
AS ONE AND HELP HEAL EACH  
OTHER WOUNDS. THINGS WILL  
WORK OUT JUST FINE.**

LOOKUPQUOTES.COM

# VentureIn Information



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