# Developing Relational Skills in OD

## Seven Relational Processes and Five Micro-Practices

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The Traditional Question:

## What intervention should I apply?

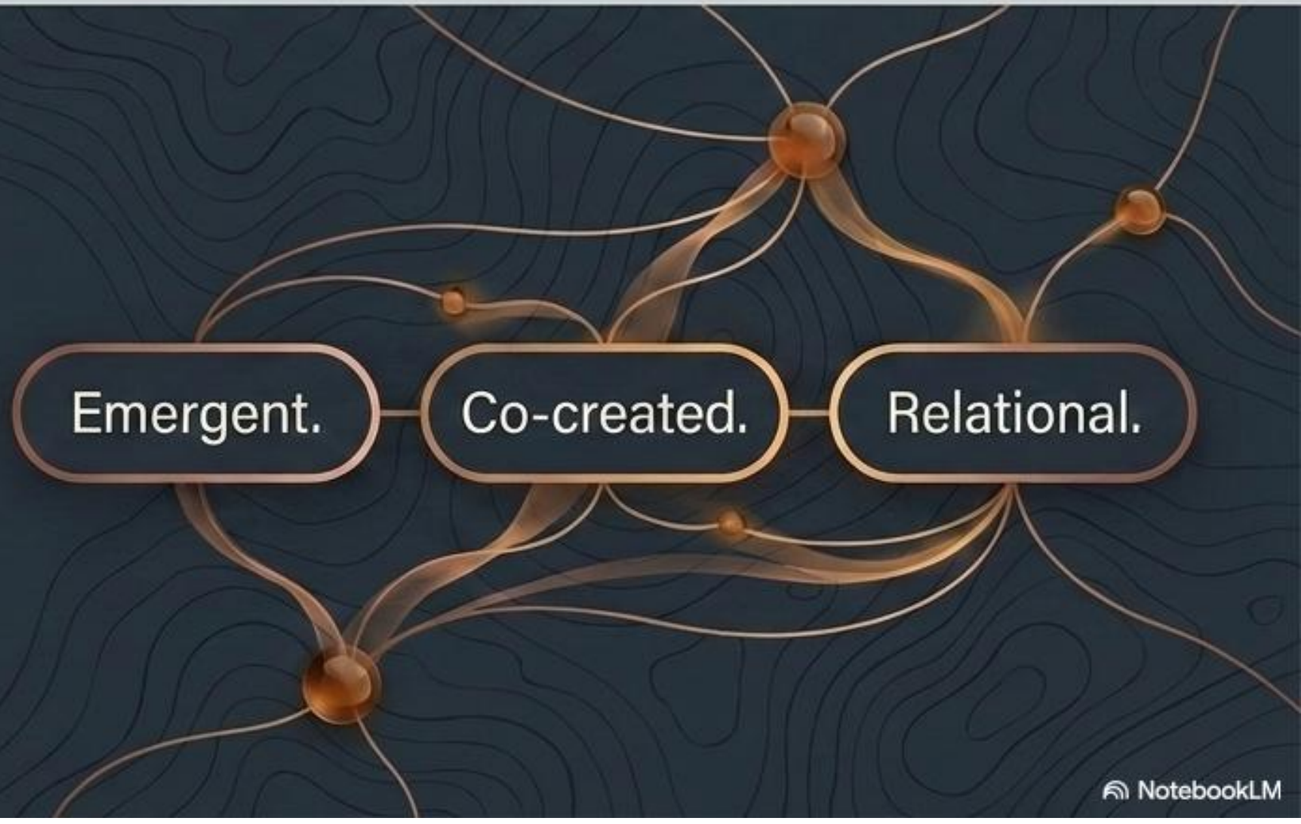
Planned.

Delivered.

Technical.

The Relational OD Question

## *What is happening between us—and how might we work with it?*

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# In complex environments, rigid plans shatter upon contact with reality

**Relational OD** is not primarily about applying tools or frameworks. It is about how we show up in relationship.

**The practitioner's presence** —their capacity to listen, risk, repair, and stay engaged in uncertainty—is the actual medium through which change happens.

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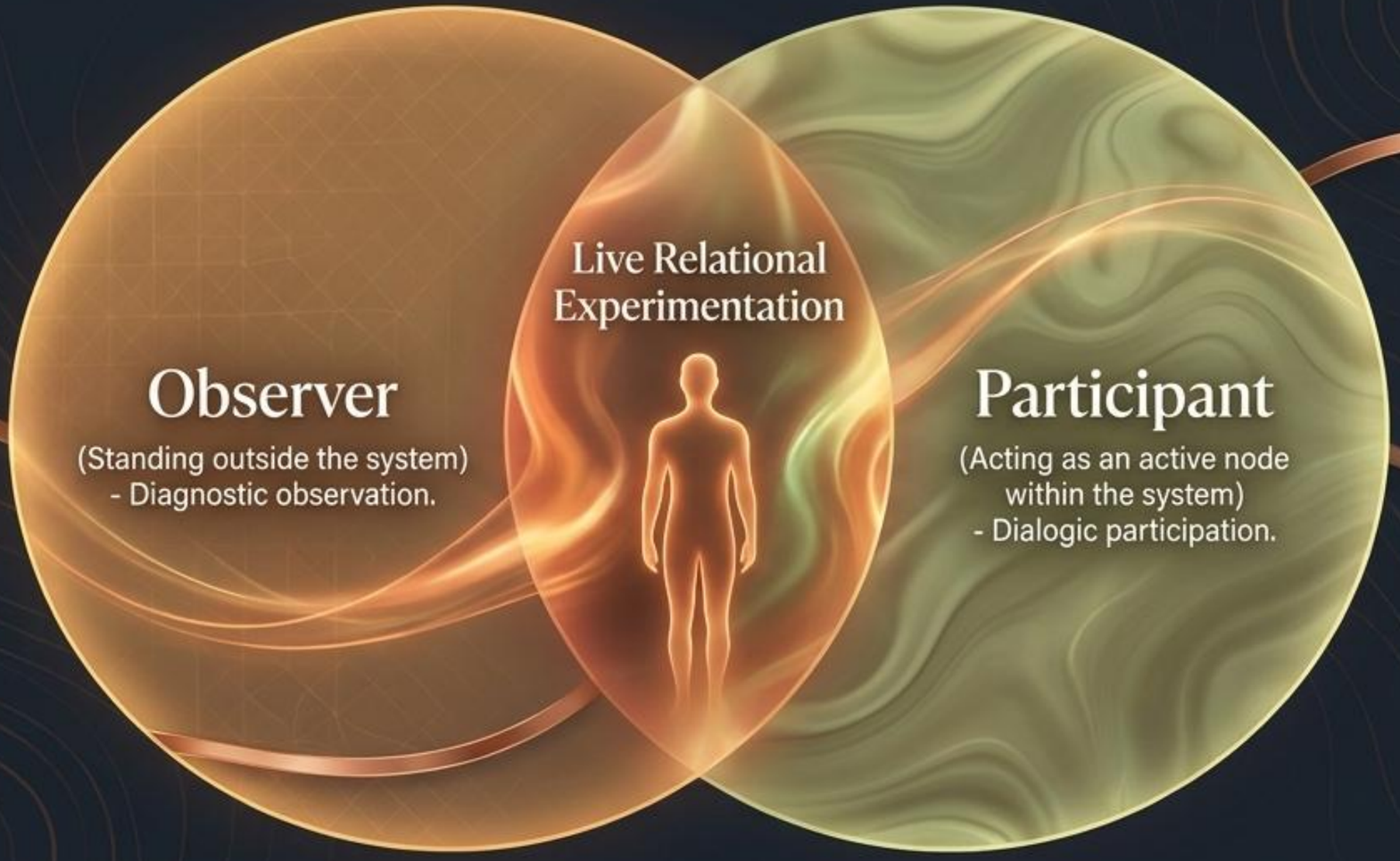
# The Practitioner Operates in a Dual State of Awareness




Relational approaches demand the capacity to embody both states simultaneously. This enables interventions that emerge in real time through authentic interaction.

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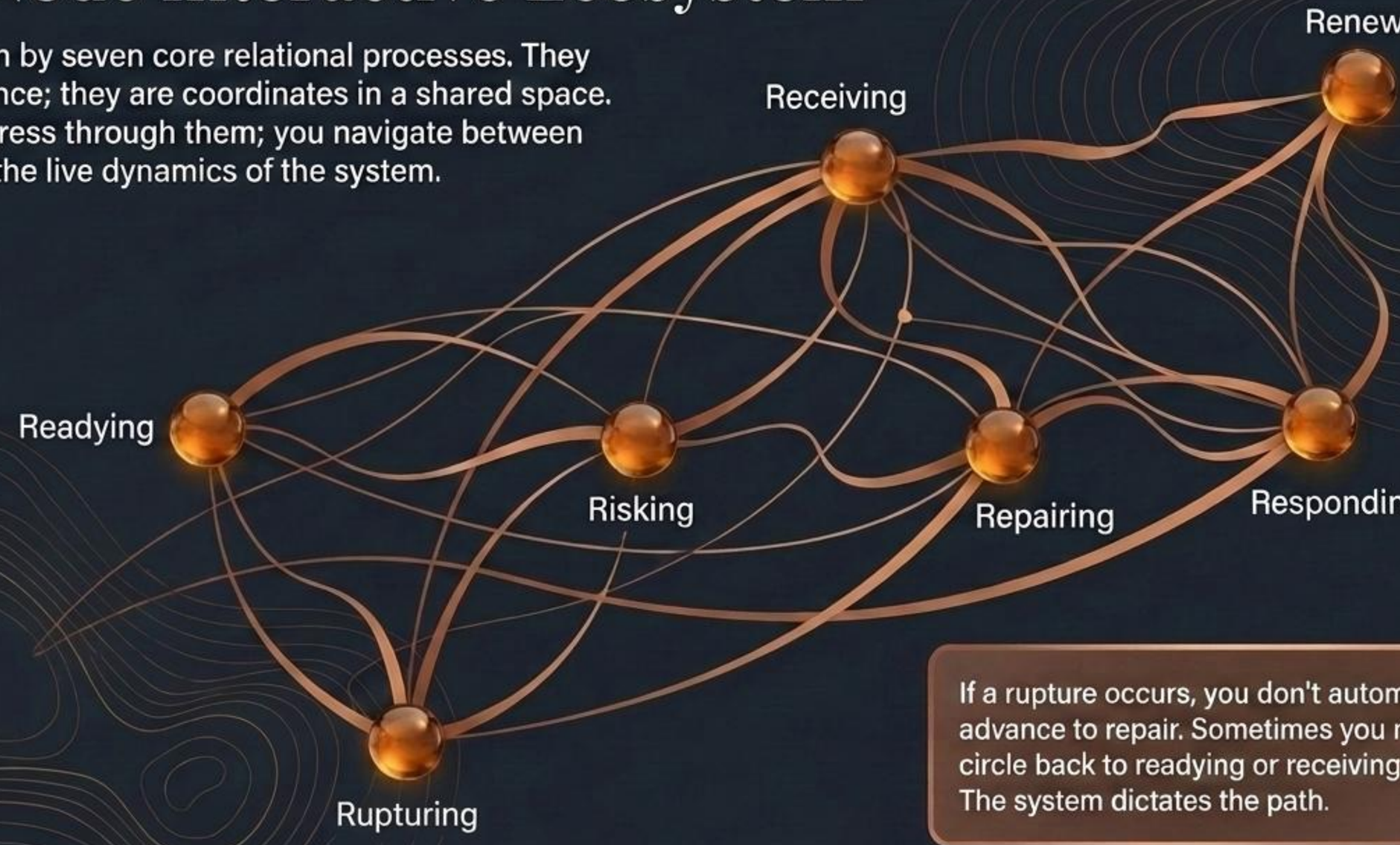
# The 7-Node Interactive Ecosystem

Change is driven by seven core relational processes. They are not a sequence; they are coordinates in a shared space. You do not progress through them; you navigate between them based on the live dynamics of the system.




If a rupture occurs, you don't automatically advance to repair. Sometimes you must circle back to readying or receiving. The system dictates the path.

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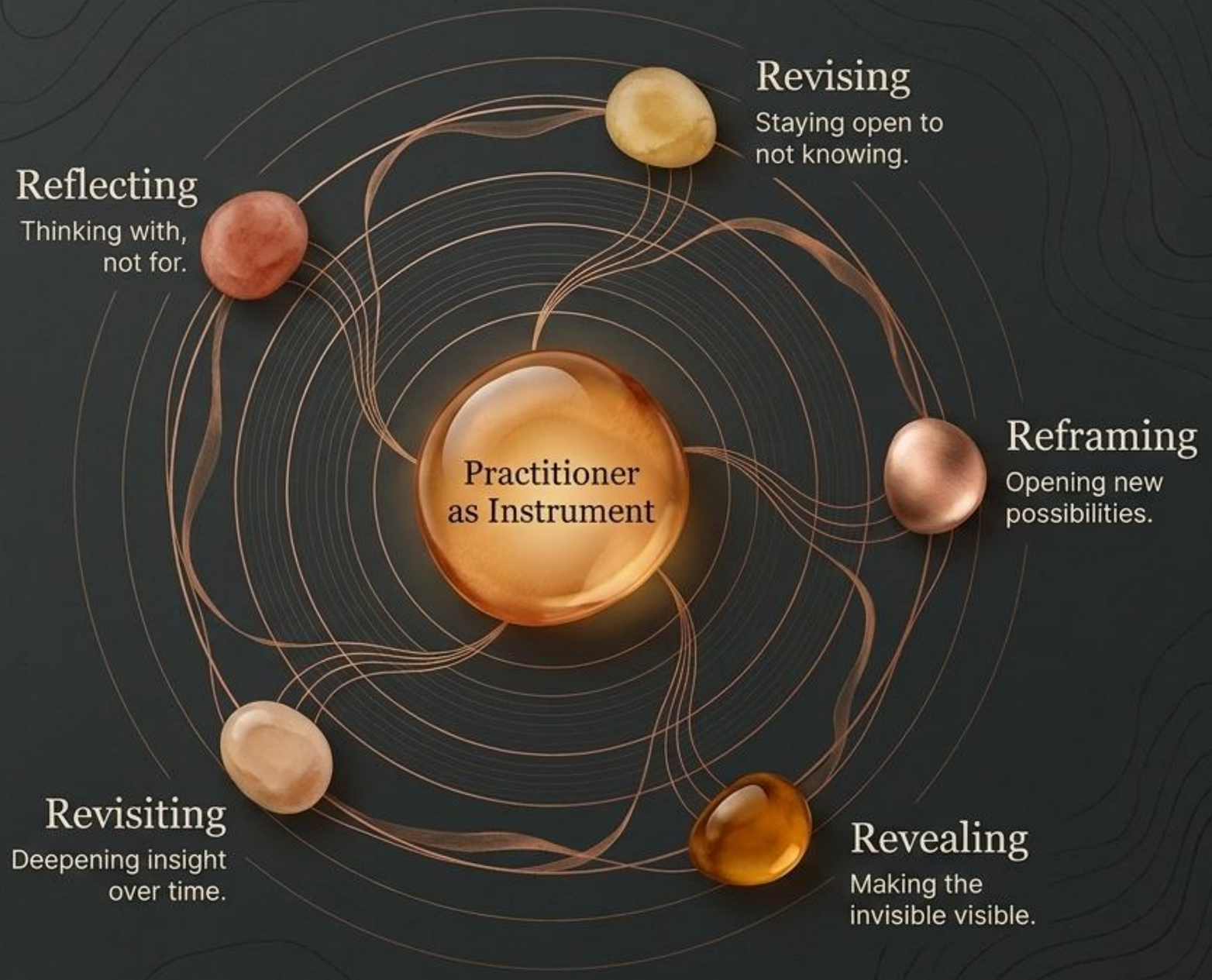
# The Five Relational Micro-Practices of Shared Inquiry

The moment-to-moment moves of shared meaning-making.

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# Navigate via Emergent, Safe-to-Try Experiments

Moving from thinking to acting by testing emergent hypotheses in real-time.

### 1. Low-Risk Action

Testing new possibilities without demanding a perfect final solution.

### 2. Real-Time Data

The experiment is the inquiry, generating immediate feedback.

### 3. Accommodating the Unexpected

Adapting to unintended outcomes instead of framing them as failures.

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# The Heart of Relational Practice

## 1. Sense

Use your internal data to calibrate to self and system.

## 2. Locate

Identify your current coordinate in the 7-node ecosystem (e.g., are we Rupturing? Readying?).

## 4. Adapt

Gather real-time data and navigate to the next emergent coordinate.

## 3. Act

Deploy a Micro-Practice (e.g., Revealing or Reframing) as a Low-Risk Experiment.

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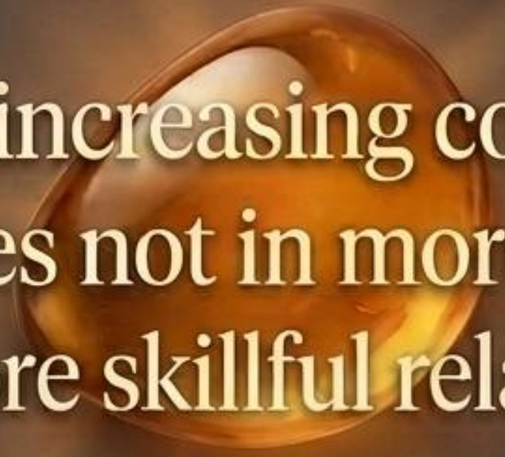
# Continuing the Inquiry around Relational OD Practice



## In a world of increasing complexity, the future of OD lies not in more sophisticated tools, but in more skillful relational practice.

Continue the shared inquiry. Join the mailing list for upcoming Relational OD workshops and development opportunities.

Contact: conversationalspace@gmail.com

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