



FALL LEADERSHIP FORUM



Sandia National Laboratories

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SENIOR STRATEGIST

Relational Connections in Complex Systems in Service of the Mission

Half way through FLF

Tuesday, November 16

825 Auditorium, SNL/NM

Time	Agenda Topic
8:30	Welcome
8:45	Rich Diviney on High Performing Teams
9:45	Deputy Labs' Director Address
10:30	Service Projects Overview
11:00	Paired Walk
11:30	Lunch & Networking
12:30	Volunteer Service Projects <ul style="list-style-type: none"> Roadrunner Food Bank Rio Grande Food Project Mandy's Farm NM Kids Matter
3:00	Depart for Santa Fe
6:30	Small Group Dinners

Wednesday, November 17

Eldorado Hotel & Spa, Santa Fe

Time	Agenda Topic
8:00	Breakfast & Networking
8:30	Labs' Director Address
9:00	Questions for SLT
9:30	Break
9:45	Large Group Discussion: <i>Relational Connection in Complex Systems in Service of the Mission</i>
10:30	The 3 Stories Leaders Tell: <i>Who am I?</i>
12:30	Lunch & Networking
1:30	The 3 Stories Leaders Tell: <i>Who are we?</i>
3:30	Paired Walk
4:15	Adjourn
6:30	Small Group Dinners

Thursday, November 18

Eldorado Hotel & Spa, Santa Fe

Time	Agenda Topic
8:00	Breakfast & Networking
8:30	LANL Santa Fe Location Tour
9:15	The 3 Stories Leaders Tell: <i>Where are we going?</i>
11:15	Facilitated Closing Activity
12:00	Adjourn & Lunch

*Agenda is subject to change

We're about to pivot into the work of Relational Connection

Let's talk about...

*Relational Connections
in Complex Systems in
Service of the Mission*

Before we dive in

My MBTi:	INFJ
Dominant Sandia MBTi:	ISTJ

Relational Connections in Complex Systems in Service of the Mission



Disagreement and then having each other's backs

Part of each other's contexts

Enduring relationships

Nuanced and textured

Understating your role in context of others

Mutually beneficial

You impact the other, and the other impacts you

Beyond transactional

Active cooperation

Vested interest

Relational Connections in Complex Systems in Service of the Mission

We ARE talking about...



Impactful partnership across differences...



Teams coming together to do amazing things...

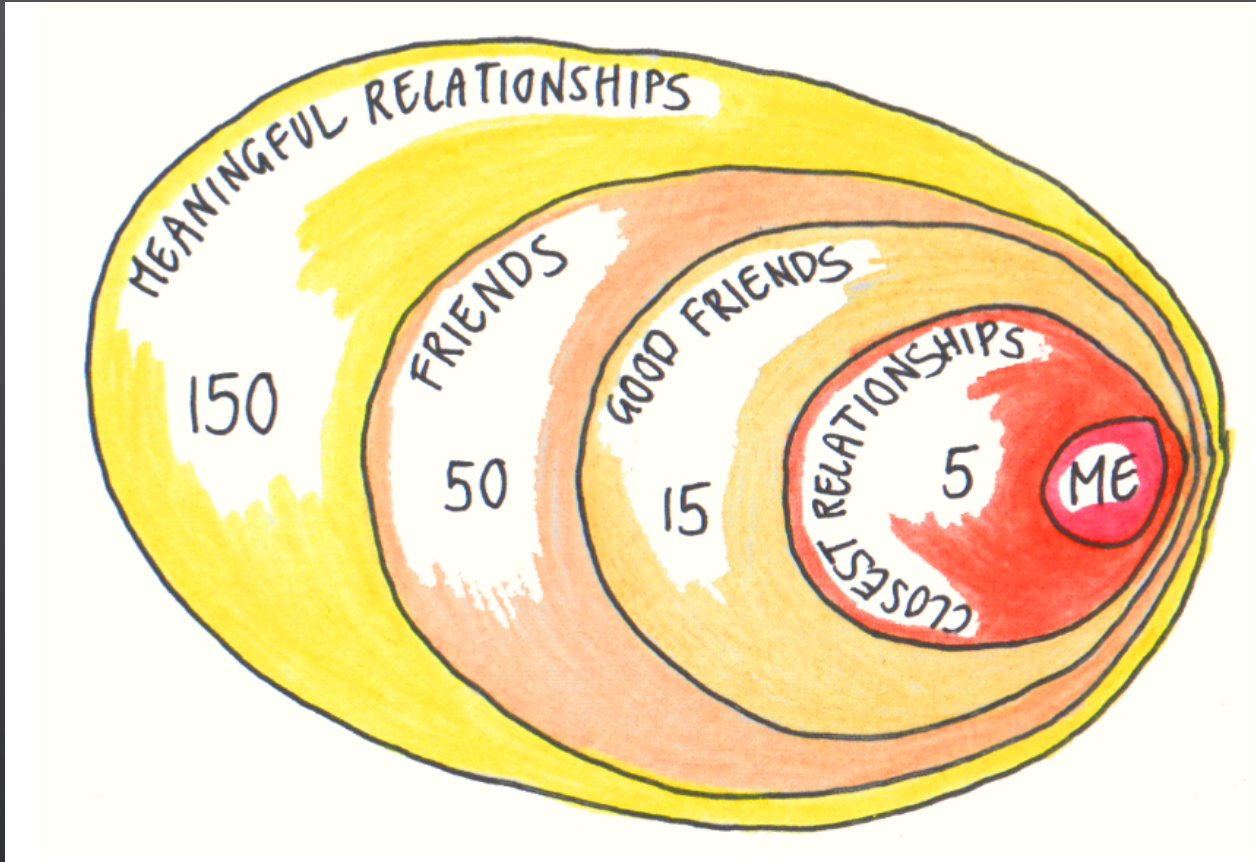


Entrusting your life's work to a former rival...

Pair up at your table

Share a story, current or historical, of relational connections at Sandia.

Relational Connections in Complex Systems in Service of the Mission



Then, we add in:

- 14,000+ people
- Spread across geography
- Multiple, coinciding objectives
- Diversity of ages, tenure, race and gender, professional disciplines, professional interests and objectives
- Virtual / Hybrid operations

Change your partner at your table

Discuss a new complexity in our system with which you're dealing.

Relational Connections in Complex Systems in Service of the Mission



We pretty much get “in Service of the Mission.”

At your table

Discuss why relational connection
in our system is important to
Sandia's mission.

Putting it together...

*Relational Connections
in Complex Systems in
Service of the Mission*



NSLDP checks all three boxes

- ✓ Relational Connections
 - ✓ in Complex Systems
 - ✓ in Service of the Mission
- ➡ How do we know?



What I noticed:
Much of this is counter
-cultural to Sandia



Relational Connection is Counter Cultural

Matches culture	Sandia Culture	Counter Culture
	Local prioritization	NSLDP team and session priority
Quality of speakers and program content	Competence culture	Listening to learn
Apply learning and take action	Projects with concrete objectives	Unsolvable projects
	Look for gaps to solve problems	Integrative, systems thinking
	Projects with SMEs, functionally based	Cross-organizational teams Cross-disciplinary teams
	Transactional	Introspective, vulnerable leadership stories
Leadership development objectives	Leadership matters	Leadership based on vulnerability Values-based leadership
	Go fast	Go slow

Three Stories Leaders Tell

For the next two days, we're doing a mini-NSLDP

- Use of narrative as a leadership practice
- Return to personal narrative
- I stories to We stories
- Rekindling our shared identity
- Storytelling as a way to connect and reexperience a sense of belonging

We are building relational connection across this leadership team so you can bring it to the complex systems that you collectively lead, which can only enhance our ability to live our mission and serve the nation.



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