



**SOCIALBIOME**

## **Leadership Training vs. Relational Coherence**

A side-by-side comparison of traditional leadership approaches and SocialBiome.

*Presented by*

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Founder, Steward of Relational Coherence

**SocialBiome**



## Work doesn't break down from lack of skill.

**Work breaks down when people do not feel safe enough to think, collaborate, and adapt.**

Across organizations, significant investment has been made in leadership development, communication training, and culture initiatives.

**Yet burnout persists.**

**Disengagement remains high.**

**Performance breaks down under pressure.**

Not because people lack capability—but because the conditions required for performance are not consistently present.

When the human nervous system perceives threat, it shifts into protection and cognition narrows, collaboration weakens, and adaptability declines.

No amount of training can override this.

Performance is not driven by behavior alone. **It emerges from conditions.**

**Post pandemic, cultural ruptures and the emergence of AI serve as catalysts driving a wholistic approach to workforce performance, and wellbeing.**



## Defining Two Approaches to Liberating Performance



### Traditional Leadership Training

(e.g., FranklinCovey)

### Relational Coherence Stewardship

SocialBiome Approach

<b>Focus</b>	Behavior, leadership, and execution	<b>The felt experience</b> of safety, connection, and attunement
<b>Core Assumption</b>	People perform if trained with the right skills	People perform when they <b>feel safe</b>
<b>Primary Method</b>	<ul style="list-style-type: none"> <li>• Leadership training programs</li> <li>• Trust frameworks</li> <li>• Communication models</li> <li>• Coaching and reinforcement</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Biological</b> Awareness</li> <li>• <b>Relational</b> Safety</li> <li>• <b>Social</b> Infrastructure</li> <li>• Shared <b>Meaning</b></li> <li>• Nervous System <b>Pulse</b></li> </ul>
<b>View of Burnout</b>	A breakdown in leadership, clarity, or workload	A state of chronic nervous system dysregulation
<b>Intervention Style</b>	Episodic Program-based Behavioral	Stewardship <b>Embedded Relational</b> Integrated into the <b>Social Nexus</b>
<b>Outcome</b>	Improved behaviors that are difficult to sustain under pressure	Sustained capacity, trust, and <b>adaptive performance</b>

## Emerging & Compelling Evidence

> **Leadership training often fails to create lasting change.**  
Harvard Business Review

Most leadership programs do not address the systemic conditions that shape behavior.



> **Psychological safety is the #1 predictor of team performance**  
Google Project Aristotle

Teams perform best when individuals feel safe to speak, contribute, and take risks.



> **Psychological safety is foundational to learning and performance**  
Amy Edmondson, Harvard Business School

Without safety, people withhold input, avoid risk, and disengage.



## Take Action

# Ready to explore the relational core of workforce performance?

Request a Meeting:



EMAIL



Lori Wallace brings more than two decades of experience advising complex organizations, including Kaiser Permanente, Sutter Health, UCSF, and Scripps Health.

Her work spans executive recruiting, workforce strategy, and leadership advisory — partnering with executive teams and boards on talent, structure, and organizational alignment.

**SocialBiome** integrates this experience with living systems design, nervous system literacy, and relational-based leadership.

[www.socialbiome.net](http://www.socialbiome.net)

