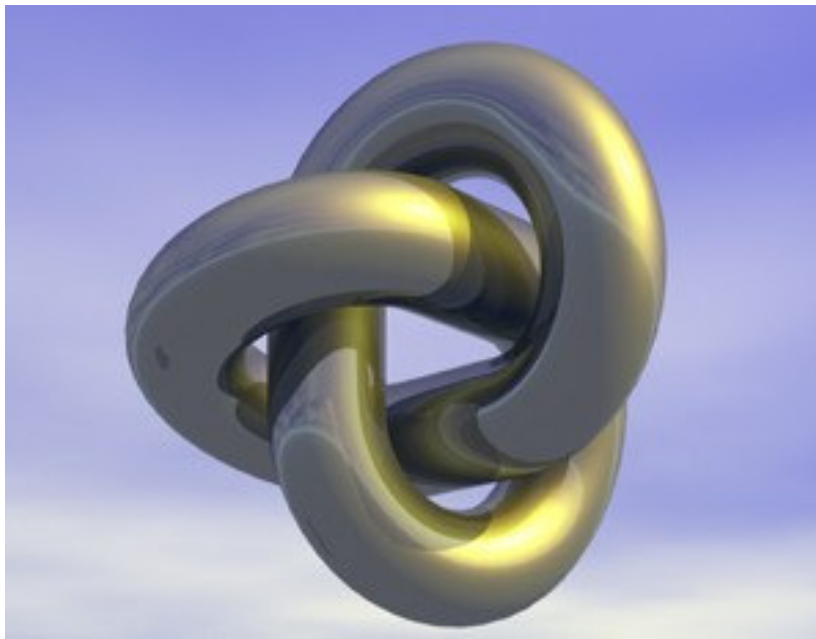


ORGANIZATIONAL CONSTELLATIONS

INTERNATIONAL TRAINING



Talent Manager
Systemic Consulting

INTRODUCTION

In recent years, there has been a great increase of interest for the application of **systemic thinking** (**Bert Hollinger** approach) and Organizational Constellations all over the world.

The recent developments in this area have taken to the discovery of new formulas of analysis of how the organizations evolve and how they can develop successfully.

Through the skilful use of Organizational Constellations, it is possible to discover **hidden dynamics** that are in operation in the organizations.

This is done in a simple and direct way, so that all those that work in that organization recognize it. Complex problems, which can be, organizational structure, leadership or the correct recognition of the employees, can have **very simple solutions**.

Businessmen, managers, directors and consultants are more and more open to the solutions founded, once they use Organizational Constellations and **systemic thinking**.

This growing movement of enthusiasm and discovery, regarding what Organizational Constellations can offer, grew the idea of offering an international training course, in the sense of teaching and demonstrating all necessary techniques for the correct use of this **exceptional method**.

With practice, the participant will learn how to use this tool in several contexts: workshops, one to one sessions (**Systemic Coaching**), inside companies, in all business situations, how to promote and present it.

The training programme and time table **will be adapted** to the needs, objectives and specification of each organization in each country.

PRACTICAL USE

- Defining a **strategy** for an organization
- Verifying the **consistency** of a structure within an organization
- Preparing **negotiations**
- Integration after **merging** or **acquiring** an organization, company or business
- **Brands** and launching products
- Project management
- Project **assessments** or creating a new company
- Family companies **dynamics**
- **To test** new projects or a new company
- Operational and business **diagnosis**
- **Conflict** management within an organization
- Answer personal questions as “ Should I stay or should I leave? ”
- **Clarifying** its own place in the organization / company
- Supporting **decision-making** in all the business areas
- As an approaching tool in **dysfunctional** organizations structure
- Seeing the systemic “interactive” effects in different company departments
- Testing the **efficiency** of important steps or changes in an organization
- Trying different **possibilities**, “a test run”: “Should I do this, or that, or perhaps something else?”
- Supplying additional forms of analysing **complex entanglements** of business, about family issues in family companies and/or to find ways and solutions of handing business to the next generation
- As a **supervision tool** for coaches, consultants or salesmen: focus essentially in the consultant, so he can better deal with the request of the client.
- To find a **good place** in a company
- To find **balance** between private and professional life

WHAT WILL YOU LEARN

- An **overall perspective** about all systemic issues
- **To facilitate** constellations under the trainer supervision, since the first moment.
- To have a better understanding of how organizational constellations can reveal **hidden dynamics** within organizations
- Start to recognise these hidden dynamics at work and recognizing possible **solutions** to organizations issues.
- Practicing basic skills and **systemic interventions** in organization constellations.
- Sharpening your powers of **systemic perception**.
- Becoming much more aware of an **inner attitude** which is necessary to support a phenomenological systemic approach.
- Working with the basic principles of systemic work and the “information field” of the personal and collective **conscience**.
- Uncovering and revealing **deep knowledge** in sensible areas of the business
- **A consulting tool** to find the next step in emotional issues, that cannot be solved through simple reasoning or analysis
- An **elegant and powerful** way of dealing with business and personal issues related with each other
- Recycling perspectives which cannot be analytically elaborated with **left brain** alone
- A new way of approach your clients, giving them a **new vision** of the same reality
- To build a better profile of **leadership**, with authority and maturity.
- To supply guidelines to work out **conflicts** and making relevant business decisions
- To go home more grounded in your own style, full of **new ideas** and **well prepared** on how to use systemic work in organizations and in your own professional life.

TRAINING GOALS

The aim of the training is to obtain a clear understanding of how to use this particular systemic perspective to promote an effective organizational change and evolution.

This goal will be achieved by focusing participants' attention on the following

- Developing a **wider view** of the phenomenological systemic approach to organizational development
- Developing greater **awareness** and sensitivity to systemic issues in organizations.
- Applying **systemic approach** tools to organizations in one's own professional and personal life.
- Extend the knowledge and the **competences** in management and consulting
- Develop a basic **attitude** for systemic consulting
- Deepen the **perception** of systemic paradigm
- To improve competences to create interventions of **high quality**
- To widen the repertoire of the possible **interventions**
- **To enrich** your own life and your professional career
- To be more "equipped" to have access to new **insights** in constellations
- To learn new **structures** and forms of constellations
- To have a deeper understanding of the patterns and **multi-layer** themes inside organizations
- To go home more sure of your own **style** and full of ideas of how to use systemic work in your professional life
- To develop a wider vision to the systemic **phenomenological approach** in organizational

TRAINING STRUCTURE

The training is mainly **practicing**. Participants will have a permanent **active role**; they will observe themselves, **conduct constellations**, carry out a lot of exercises and improve their skills.

They will attend to **theoretical principles** presentations, they will verify the development of Organizational Constellations and the knowledge they can get with this way of work.

The participants will observe the trainer practical work and they will practice the **art of systemic consulting**. They will also conduct / facilitate simple and more complex constellations under the supervision of the trainer.

With this intense training, participants will assure a unique knowledge, which will provide a **deeper understanding** and experience of organizational constellations principles.

The training structure was defined as result of the trainer international experience (calendar, schedule, number of workshops, etc.) in a way that it will be possible to obtain high levels of quality and to be able to prepare conscious professionals in the use of this **methodology / art**.

PROGRAMME

During the training course, knowledge, experience and insights into the basic principles and backgrounds of systemic work will be offered. The main focus is on exercises, reflection and integration.

From day one, participants are invited to be in the role of the facilitator and facilitate a constellation in small steps. The trainer will continuously coach the participants on the way to their next step.

Although the training main focus is to learn to facilitate a constellation, there will be extensive time spent on the use of systemic view and systemic interventions in organizations and which are the conditions so people and their organizations can flourish.

Bellow, you can find a summary description of the training. The training the programme will be fulfilled in a transversal form, focusing the main points, function of the sub-theme of each workshop and the trainer's expertise.

As an integrated training, the contents of each module cannot be directly linked to the workshops. The training dynamics and the development of the participants will dictate the best approach to these contents. Below is the basic structure that, eventually, can be changed to improve the training.

DETAILED PROGRAMME

1 What are Organizational Constellations

What is a system
Ours first system
The instinct of belong
The culture of a company
We belong to many systems
Companies include many systems
What is a constellation
Systemic Consulting applications
For what used Organizational Constellations
Using this methodology instead of others

2 How Constellations works

In group and individually (coaching)
The client and the facilitator
Choosing representatives
Setting up the Constellation
Creating the field
Role of the representatives
Role of the facilitator

3 History and theory

Systemic Constellations
Bert Hellinger
Small historical
Some basic ideas
Organizational Constellations
History
The principles

4 Differences between Organizational and Family Constellations

Family Dynamics
Organizational Dynamics
Differences
Interactions
Applications

5 Systemic perception and diagnosis

Diagnosis: Which signals bring an issue to a systemic component?
Training the sensitivity for systemic energy
Steps in a constellation: starting interview, first interventions, etc.
Inner process and decisions of facilitator during a constellation

6	Dynamic, interventions and leadership in a constellation
	<p>Leadership in a constellation: one-up and one-down at the same time</p> <p>Recognize dynamics in constellations and testing interventions</p> <p>The general "route" through a constellation.</p> <p>Dynamics in organizational or family systems</p> <p>Introduction of consultation constellations</p> <p>Possible entanglements of a consultant</p> <p>The core of systemic work: the personal and collective conscience in organizational systems</p> <p>Constellations with skills and resources</p>
7	Gestalt of the constellation and solutions
	<p>Differences between family systems and organizational systems.</p> <p>"Reading" the gestalt of a constellation</p> <p>Starting interview: how do we get a clear question</p> <p>Contra-indications: when should we not use constellation work?</p>
8	Application of systemic work in organisational context
	<p>Systemic coaching: systemic coaching replaces constellation in a way.</p> <p>Structural constellations</p> <p>Covered constellations</p> <p>Application diagnosis: What is going on in this organization?</p> <p>Application design: What is the effect on the organization, the clients etc., when we change the organization in a certain way?</p> <p>Application in change: process-work</p> <p>Marketing and product constellations</p> <p>Systemic work in coaching and one-to-one situations</p>
9	Final touch and integration
	<p>Relationship of systemic work to other professional background of the participants</p> <p>Finishing touch on attitude and skills of facilitating constellations</p> <p>The role of the personal dynamics for the facilitators</p> <p>Ethics</p>
10	Final touch and integration
	<p>How to introduce systemic approach in organizations</p> <p>Resolution of participants cases</p> <p>Analysis and feedback to each participant</p> <p>Conclusion and diplomas</p>

FOR WHOM IS THE TRAINING INTENDED

The training is **intended** specifically for people that have extensive experience working in organizations or in the field of organizational development, such as business owners, stock holders, managers, directors, consultants, human resource managers, trainers, coaches, etc.

One of the **priorities** for the training course is to contribute to the development of systemic work in organizations.

We expect that this approach can be used to improve the relationships between and inside companies, helping to create a **new business spirit** with more harmony and with the purpose of helping to build a better world.

The training participants shall have some prior knowledge of systemic work, such as attending at least four days of family constellation workshops.

They shall have read books and articles on systemic work. Other different experiences shall be useful to help them getting the best from the training.

TRAINER

With more than **38 years of business experience**, he has held several positions of responsibility in companies of multiple sectors and areas of activity. His experience as a **businessman**, together with his experience as **business consultant** dealing with a number of companies in many countries, has provided him with a **broad understanding** of organizations and companies.



He graduated in **Mechanical Engineering** from Technical University of Lisbon and has several pos-graduated degrees in **Business Administration**, among others.

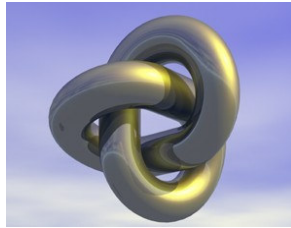
He was trained by the **best specialists** in this area (Bert Hellinger, Gunthard Weber, Jan Jacob Stam, Matthias Varga von Kibéd, Insa Sparrer, Jane Peterson, Jakob & Sieglinde Schneider, Albrecht Mahr, Judith Hemming, Christine Essen, Guni-Leila Baxa, Michael Blumenstein, Dagmar Ingwersen, Johannes Benedikt Schmidt, Georg Senoner, Lorenz Wiest, Franz Ruppert, Stephan Hausner, etc.).

He has been participating in International Congress as invited lecturer (USA, Germany, Belgium, Spain, etc.). He also carries out management and systemic consultancy in this field, working with several **multi-national companies**.

His trainings and work can be done in the **4 languages** he speaks fluently (English, Spanish, Portuguese and French). He is an **international trainer** working in several countries (Portugal, Spain, Belgium, France, USA, Venezuela, Dominican Republic, Costa Rica, etc.).

Talent Manager

Systemic Consulting



Talent Manager Portugal

Praceta do Alto da Milha, 143
2765-298 Estoril – Portugal
Mobile: +351 917 225 317
Telf: +351 214 671 215
Fax: +351 214 658 301
cregojo@talentmanager.pt

Contact: Cecilio Regojo

Talent Manager España

C/ Ramón Fort, 11 – 1º
28033 Madrid
Mobile: +34 616 956 576
Telf: +34 913 831 181
Fax: +34 917 662 811
chelo@talentmanager.es

Contact: Chelo Fernández

www.talentmanager.pt