SYSTEMIC MANAGEMENT
ORGANIZATIONAL CONSTELLATIONS

- 11 DAYS -
SUPER INTENSIVE TRAINING

40th EDITION
2019
NOVEMBER 23th to DECEMBER 3rd

SPAIN
BILBAO

INTERNATIONAL CERTIFICATION
INDEX

3. INTRODUCTION

4. PRACTICAL USE

5. TRAINING GOALS

6. METHODOLOGY

7. PRACTICAL INFORMATION
   - ORGANIZATION & TIMETABLE + LOCATION
   - FOR WHOM
   - ADMISSION PROCESS
   - MODULES PROGRAM

8. DETAILED PROGRAM

10. CERTIFICATION
    - EVALUATION SYSTEM
    - DIPLOMA
    - CERTIFICATION
    - QUALITY SEAL

11. TRAINER

11. INVESTMENT
    - SCHOLARSHIPS

12. OTHER PROGRAMS WE OFFER

12. CONTACTS
2019 is a year of change and transformation for our founder, Cecilio Fernández Regojo. He turns 70 years old, starting a new stage on a personal and professional level.

In the last 8 years, from Talent Manager, we offered 39 International Certifications all over the world, where more than 600 professionals were certified with our quality seal and listed on our website with their contacts.

As the world is changing, and learning process is much faster, we decided to take on the challenge to launch a super intensive training, with less working days, but with the same learning hours.

Before, we had 18 days divided in two modules of 9 days with a standard schedule. Starting now, we will have only one module of 11 days with an intensive schedule: from 9 am to 9 pm.

It will be a very special challenge for all the participants and also for us: the training will be essentially practical and experiential, so the participants will navigate in a smooth learning path.

For the first time, we’ll offer this training only in English language, to build a real international community with participants from all continents.

With all these changes, we continue to offer a high-quality training, even at a more competitive price.

SYSTEM IS “A GROUP OF ELEMENTS THAT ARE CONNECTED TO EACH OTHER IN A CONTINUOUS CHANGING RELATIONSHIP”

Through the years, due to the quick development on new technologies and new ways of thinking, new methodologies emerge for problems analysis and solution in companies and organizations. Most of them are based on complex and sophisticated models with rational and logic thinking.

Since XXth century, this truth (rational thinking) emerges and it seems that is the unique and truth, as we have the idea that we always thought this way and it is the only “truth”. This exclusive rational thinking is actually recent if we compare with the 7.500 generations, which existed before ours: the elders didn’t think like that, they were integrators of several ways of thinking (based on diverse existent sciences and philosophies), analyzing problems as a whole.

Through the time, we begin to verify the inefficiency of some methodologies that we thought they were exceptional. That’s when it is urgent to find a new way of approaching problems, through a new paradigm.

So, new ways of thinking and new ways to look the problems, started to emerge. Organizational Constellations methodology is one of the first that helps us to look systemically and uses emotions and senses to achieve solutions in a very quick and efficiently way.

“THE CLIENT HAS ACCESS TO INFORMATION HE KNOWS, BUT HE DOESN’T KNOW HE KNOWS”
- Cecilio Fernández Regojo © 2005 -

Through a Constellation we setup a tridimensional representation of the company or organization system, bringing to light all information about systemic issues, as well as, to discover some hidden dynamics.

Businessmen, managers, directors, consultants and coaches are increasingly enthusiastic and impacted with the results and solutions reached with this methodology and with the introduction of Systemic Thinking in their organizations.

With systemic thinking, we begin a different way to analyze these dynamics, looking to the system as a whole. We look to the interaction between the system elements and between these and the system.

The participants will learn this innovate methodology and develop their own skills to apply them in their professional and personal life.

This surprising methodology is making a revolution in companies and organizations: it is, without doubt, the XXI century tool.
IN COMPANIES AND ORGANIZATIONS:

➢ Define a **strategy** for an organization
➢ Build a new **team strength** in different environments
➢ Verify the **consistency** of a structure within an organization
➢ Prepare **negotiations**
➢ Integration after **merging** or **acquisition** of an organization, company or business
➢ Launch of **brands** and products
➢ **Project** management
➢ Project assessments or **creation of a new company**
➢ Family company **dynamics**
➢ **Test** new projects or a new company
➢ Operational and business **diagnosis**
➢ **Conflict management** within an organization
➢ Support **decision-making** in all the business areas
➢ As an approaching tool in **dysfunctional** organizations structure
➢ Observe the **systemic** “interactive” effects in different company departments
➢ Test the **efficiency** of important steps or changes in an organization
➢ Try different **possibilities**, “a test run”: “Should I do this, or that, or perhaps something else?”
➢ Supplying additional forms of analysing business **complex entanglements**: family issues in family companies and/or to find ways and solutions of handing business to the next generation
➢ **Supervision tool** for coaches, consultants or salesmen: focus essentially in the consultant, so he can better deal with the request of the client.
➢ **Recruitment** process

FOR INDIVIDUALS:

➢ Find a **good place** in a company
➢ Several types of **decision-making**
➢ Work by **our own** or as an **employee**
➢ **Conflicts** with colleagues, clients and suppliers
➢ To find balance between **private** and **professional** life
➢ Answer personal **questions** as “Should I stay, or should I leave?”
➢ Clarify personal or professional **objectives**
➢ **Supervision**
➢ **Clarify** our own place in the organization / company
The aim of the training is to obtain a clear understanding of how to use this systemic tool to promote an effective organizational change and its evolution.

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

➢ Develop a **wider view** of the phenomenological systemic approach to organizational development
➢ Develop greater **awareness and sensitivity** to systemic issues in organizations.
➢ Apply **systemic approach** tools within organizations in one’s own professional and personal life.
➢ Extend the knowledge and the **competences** in management and consulting
➢ Learn how to **access information we already know, but we don’t know we know**
➢ Develop **skills and talents** that we hardly know
➢ Develop a basic **attitude** for systemic consulting
➢ Deepen the **perception** of systemic paradigm
➢ Develop and apply **systemic coaching** processes
➢ Improve **communication** to manage conflicts
➢ Learn to work with the **half right part of the brain**
➢ Learn how to work with **few or none information**
➢ Improve **leadership** style and skills
➢ Improve **competences** to create interventions of **high quality**
➢ Widen the repertoire of the possible **interventions**
➢ **Enrich** our own life and our professional career
➢ Be more "equipped" to have access to new **insights** in companies and organizations
➢ Learn new **structures** and forms of constellations
➢ Develop our own **self-esteem** in order to improve our professional efficiency
➢ Have a deeper understanding of the patterns and **multi-layer** themes inside organizations
➢ Go back home safer with each one **style** and full of ideas of how to use systemic work in our professional and personal life

This training intends to **integrate and to develop a new systemic vision** on people, companies and organizations, so it will be possible to develop each one skills for an efficient and professional practice in systemic consulting. Also, to know and to earn new competences on the use of Organizational Constellations methodology, as well as, integrating this methodology in coaching processes.

The participants will get a new and open **systemic vision**, so they can manage companies and organizations efficiently. As well, to help business environment in its development with clarity, quality and competence: they will be able to solve most of **XXI century challenges**.
This training is mainly **practice** and **experiential** with simulations and real cases: in this way, learning and integration of all concepts will be quicker, easy and smoothly.

Seminars will operate in different ways: open presentations, lectures, practical exercises, group dynamics, experiences, among others. Eventually, there will be open sessions to the public for demonstration and analysis of real cases.

Given the objectives and characteristics of the participants, it is intended that the active participation in the process will be an engine of **learning**, integrating the intellectual, cognitive and emotional aspects.

In this context, the dynamic interaction with participants will be fundamental for developing their skills of analysis, diagnosis and **decision-making**.

Since the first day, the participants will be invited to be in different roles (facilitator, representative, assistant and client). The trainer will continuously **supervise** them to the next step, with safe procedures.

Beside **the basic theoretical principles**, all participants will have a permanent **active role**:

- Observe themselves
- Observe the trainer practical work
- Conduct / facilitate simple or more complex constellations, under the supervision of the trainer or in small group
- Train their systemic vision
- Carry out a lot of exercises
- Experience all methodology effects and results
- Facilitate systemic coaching processes
- Improve their skills
- Practice the **art of systemic consulting**

Participants will verify the development of Systemic Consultancy and Organizational Constellations, as well as, the knowledge they can obtain with this new way of working.

The faculty will also propose some research and **investigation work**, based on the learnings, as well as, practical group work so it will be possible to practice all concepts learned.

With the main focus on **practice, exercises, reflection and integration**, this intensive training will assure a **unique knowledge**, which will provide a deeper understanding about methodology principles and a rich experience in systemic thinking.

All subjects foreseen in the program will be dealt with **greater or less depth**, depending on the participants interest and the time available.

- The program is intended to be as comprehensive as possible, so some subjects not covered by the program may be addressed.
- Some of the themes foreseen may be addressed in a lesser depth, in order to get the result intended with the **essential objectives** of a program like this.

The training structure is defined as result of the trainer international experience in a way that it will be possible to obtain high levels of quality and competence, in order to prepare conscious and competent professionals in the use of this **methodology / art**.

Despite the training main focus is on Organizational Constellations and Systemic Management, there could be other complementary areas, to open the mind and make a perfect integration of all the concepts and associated practices.
**PRACTICAL INFORMATION**

**ORGANIZATION & TIMETABLE**

The training will develop through **11 days** on site. The idea is that learning will be very efficient due to all the time schedule and the experiences and exercises lived. It is very important that, after the training, participants will make practice and develop several tasks related with Organizational Constellations, so they can exercise and practice all that they learn.

The training is essentially focused on **practice**. It might be open to public participation some days (to be confirmed), in order to have real cases to look at and for the participants’ experience. During the training, the participants will make a lot of exercises and practice, with trainer’ supervision.

**START**

November 23rd 2019

**END**

December 3rd 2019

Timetable

<table>
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<tr>
<th>Day</th>
<th>Time</th>
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<tr>
<td>November 28th</td>
<td>09:00 - 14:00</td>
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**LOCATION**

**HOTEL HESPERIA BILBAO ******

Campo Volantín, 28

48007 Bilbao

+34 944 051 100

www.hesperia.com

BILBAO - SPAIN

**FOR WHOM**

For everybody that has **experience on organizational development**, such as business owners, managers, shareholders, directors, executives, consultants, HR managers, trainers, coaches, facilitators, among others.

Also open to professionals from other areas, such as psychologists, therapists, systemic constellation professionals and all those interested in personal and organizational development, as well as, everybody interested in new and innovative methodologies.

In this way, the group of participants will be **enriched** with the **exchange of experiences** and a rich mixture of knowledge.

**ADMISSION PROCESS**

Participants’ admission is the exclusive competence and responsibility of the Faculty and it will be done, in preference with the date of inscription, other trainings classifications, academic and professional curriculum, experience in organizational and business environment (direct or indirectly) and experience in this area or similar.

**MODULE’S PROGRAM**

For a perfect consolidation and integration of all the knowledge offered, the program will be presented in a transversal way, in order to be better adapted to the learning process and the participants development.

The subjects of the program will run in the order that suits best to the group of participants, introducing new concepts while making links with all given topics.

* The program may be modified / adjusted in order to adapt the program content to the group of participants and any eventual contingencies that may happen.
DUCTED PROGRAM

1. basics
   - Historic
   - Ideas, concepts and theoretical principles
   - Types and forms constellations
   - Systemic consulting
   - Systemic management
   - Methodology and how it works
   - Applications

2. systemic diagnostic & perception
   - Diagnostics
   - Signs to understand a systemic theme
   - Train systemic energy sensibility
   - Facilitator inner process
   - Facilitator decisions

3. systemic thinking
   - Principles and fundamentals
   - Family dynamics
   - Phenomenological attitude
   - Orders and principles
   - Differences between Family & Organizational constellations
   - System diagnosis
   - Limits & boundaries Family / Organization

4. family constellations
   - What is a system
   - Instinct of belonging
   - Company culture
   - Companies include a lot of systems
   - What is a constellation
   - The use of systemic consulting
   - Systemic vision
   - System harmony and balance

5. how systemic constellations work
   - The methodology
   - With group or individually (coaching)
   - The client, the facilitator and the interview
   - The constellation setup and its phases
   - Representatives & facilitator roles
   - Systemic process leadership
   - Recognizing dynamics
   - Testing interventions

6. family companies & their dynamics
   - Family & Organizational dynamics
   - Difference between Family and Organizational systems
   - Interaction between systems
   - Techniques of detachment and bonding
   - Respect for the systems
   - Confidentiality and ethics
   - Limits of action

7. systemic exercises for groups
   - Organizational dynamics
   - Team building
   - Company / organization mission
   - Relationships
   - Time Management
   - Project analysis
   - Other applications
➢ Project analysis and change
➢ Working in company & external groups
➢ Marketing and product constellations
➢ Conflicts: professional and personal
➢ Systemic work in individual situations
➢ Hidden and blind processes
➢ Working with few or no information
➢ Recruitment
➢ Management constellations
➢ SWOT e Balance Score Card

➢ Techniques of practical use
➢ Characteristics of systemic coaching
➢ Systemic Coaching vs Organizational Const.
➢ Work with organizational figures
➢ Work with other figures and objects: chairs, anchor, cards or arrows (post-it)
➢ Cataleptic hand techniques
➢ Systemic coaching process
➢ The use of CECI TOOL®

➢ For what are Constellations used
  ➢ Systemic principles
  ➢ Organizational diagnosis
  ➢ Exploring Dynamics
  ➢ Position in the organization
  ➢ Partners dynamics
  ➢ Several Customers dynamics

➢ Concepts and frame
➢ Tetralema
➢ Problem
➢ Project
➢ Triangle of values
➢ Butterfly
➢ Other formats

➢ Characteristics of facilitator
 ➢ Contract with the client
 ➢ Professional setup
 ➢ Limits and possible interventions
 ➢ Leadership on the process
 ➢ Humility and respect for the client
 ➢ Empty middle
 ➢ Possible bonds of the facilitator
 ➢ Competences to facilitate constellations
 ➢ The role of facilitators personal dynamics
 ➢ Ethics in professional practice

➢ The “reading” of constellation
➢ Focus on solution, system or client
➢ Product definition
➢ Company and consultant visions
➢ Advantages and opportunities
➢ New paradigm
➢ Successes and failures
➢ Differences regarding other methodologies
➢ Supervision of cases and participants work
➢ Feedback and analysis
<CERTIFICATION>

<EVALUATION SYSTEM>

The knowledge evaluation will be diversified, through:

➢ Individual and group participation (25%)
➢ Individual work (25%)
➢ Group work (25%)
➢ Final project (25%)

For certification purpose, it is mandatory the participation in almost 85% of the classes.

<DIPLOMA>

With the conclusion of the training with the approval of all subjects, the participants will get a Diploma of:

“INTERNATIONAL CERTIFICATION ON SYSTEMIC MANAGEMENT & ORGANIZATIONAL CONSTELLATIONS”

by UDEC – CUDEC University (México), Systemic Management (Panamá) and Talent Manager (Portugal & Spain).

<QUALITY SEAL>

Participants who complete the Certification with all academic requirements, will have the right to use a personal numbered quality seal that certifies the Training provided by Cecilio Fernández Regojo.

This seal can be used in all documents, brochures or advertising material of each Certified Professional.

They also be included on the website of Talent Manager / Cecilio Fernández Regojo where there is a list of Certified Facilitators (more than 600 until now) with their contact data, as a guarantee of the exceptional training they have received in this International Certification.

<QUALITY SEAL>

This training is certified by all quality standards of an Advanced Training in the Field of Systemic Constellations on Organizations by INFOSYON (International Forum for System Constellations in Organizations).

The certification as Professional in this International Association is also available for all the participants, through the approval of this training, the agreement with the ethical code to practice this profession and other requirements of practical use of the methodology.

SCIETIFIC MANAGER & MAIN TRAINER

Mechanical Engineer by Instituto Superior Técnico.
Post-graduation in Business Administration, IST & UC.
Master Trainer Certified by INFOSYON.
Founder and President of Talent Manager.
Investor, Entrepreneur & Manager of companies (different business areas).
High business experience in international business (almost 50 years).
Scientific Director of Certifications in Universities of Europe & Latin America.
Lecturer and speaker at several International Congresses.
Expert and International Trainer of Systemic Management and Organizational Constellations worldwide.
His work and trainings can be hold in 4 languages (Spanish, Portuguese, English & French)

INVESTMENT

<table>
<thead>
<tr>
<th>CASH PAYMENT</th>
<th>TOTAL</th>
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<tbody>
<tr>
<td>Until 2019, August 31&lt;sup&gt;th&lt;/sup&gt;</td>
<td>€ 2,555</td>
</tr>
<tr>
<td>After 2019, September 1&lt;sup&gt;st&lt;/sup&gt;</td>
<td>€ 2,888</td>
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*There are several options for instalment payments. Please contact the organization.

SCHOLARSHIPS

For participants younger than 25 years old, there will be available scholarships (maximum 5) with a 50% discount of the investment. All young people that are interested to apply for this scholarship, must send their CV and a letter explaining why they should benefit of this special offer.
**OTHER PROGRAMS WE OFFER**

- **25 COUNTRIES**
- **60 TOWNS**
- **39 CERTIFICATIONS**
- **42 INTENSIVE TRAININGS**
- **+ 600 CERTIFIED FACILITATORS**
- **+ 15 000 PEOPLE ASSISTED TO OUR EVENTS**

**MORE THAN 15 YEARS OF EXPERIENCE**

- **11 or 18 DAYS CERTIFICATION TRAINING**
- **6 DAYS INTENSIVE TRAINING**
- **WORKSHOPS (1-3 DAYS)**
- **SPECIFIC TOPICS WS & TRAININGS**
- **WORKING IN COMPANIES**
- **SYSTEMIC THINKING & COACHING**

*Ask us and we will develop the program you need*

**CONTACTS**

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