



Talent Manager®
Organizational Constellations



**Centrul de
Educatie
Sistemica**

SYSTEMIC MANAGEMENT ORGANIZATIONAL CONSTELLATIONS

- 20 DAYS -
INTENSIVE
TRAINING

52nd
EDITION

2026
JUNE to
NOVEMBER

ROMENIA
BUCHAREST

INTERNATIONAL CERTIFICATION

FULL
INFORMATION

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INTRODUCTION

The year 2025 marks a significant milestone for our founder, **Cecilio Fernández Regojo**, as he celebrates his **76th birthday** and embarks in a new chapter, both personally and professionally.

Over the last **20 years**, **Talent Manager** has delivered **40 in-person International Certifications** worldwide. Adapting to the challenges of the post-pandemic era, we have also conducted **11 online Certifications**, expanding access to professionals across the globe.

To date, we have certified more than **1.000 professionals**, all listed on our website with their contact details. Each certified professional receives a **numbered quality seal**, which they can proudly use in their official documentation.

The training program will consist of **20 days of immersive learning**, including **18 in-person days**, divided into three modules of 6 days each, and **2 online sessions**, focusing on mastering online facilitation.

Additionally, we will introduce an **exclusive online tool** to enhance the effectiveness of constellations. This tool will be available **free of charge** to all participants through the training period.

This training will be conducted in **English**, with translation into Romanian language, fostering a truly **international community** with participants from all continents.

We are committed to providing **high-quality training** at a **highly competitive investment**.

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

As technology advances and new perspectives emerge, organizations are seeking **innovative methodologies** for problems analysis and resolution. While many approaches rely on **complex, rational, and logic-driven models**, they often overlook other critical dimensions of understanding.

Since the **20th century**, rational thinking has dominated problem-solving methodologies. However, when we consider **the 7.500 generations that came before us**, we realize that our ancestors integrate multiple ways of thinking, drawing from diverse sciences and philosophies to analyze problems holistically.

Over time, the limitations of purely rational methodologies have become evident, prompting the urgent need for a **new paradigm**.

This shift has given rise to new **ways of thinking and problem-solving**. Among these, Organizational Constellations stand out as one of the first methodologies to embrace a **systemic perspective**, leveraging **emotions and intuition** achieve swift and effective solutions.

"THE CLIENT HAS ACCESS TO INFORMATION HE KNOWS, BUT HE DOESN'T KNOW HE KNOWS"

- Cecilio Fernández Regojo © 2005 -

The Constellation methodology allows us to create a **three-dimensional representation** of an organization's system, bringing hidden dynamics to light and uncovering critical systemic issues.

Business leaders, managers, consultants and coaches worldwide are increasingly recognizing the power of **Systemic Thinking** in transforming their organizations.

By adopting this approach, we move beyond isolated analysis and instead **examine the interactions within the system** as a whole. This shift enables a deeper understanding of organizational dynamics and fosters more effective, long-lasting solutions.

Participants in our training will **master this innovative methodology**, equipping themselves with practical skills to apply both professionally and personally.

This groundbreaking approach is already redefining the way organizations operate, proving to be an essential tool for the **21st century**.

《 PRACTICAL USE 》

IN COMPANIES AND ORGANIZATIONS:

- Define a **strategic direction** and organizational structure.
- **Strengthen team dynamics** across different environments.
- Assess and enhance **organizational consistency**.
- Prepare and optimize **negotiation strategies**.
- Facilitate **post-merger and acquisition** integration.
- Support **brand** and products launches.
- **Manage and evaluate projects**, including new business creation.
- Address **family business dynamics** and succession planning.
- **Test** new projects or business models before implementation.
- Conduct operational and business **diagnostics**.
- Resolve internal **conflicts** effectively.
- Assist in **decision-making** across all business areas.
- Identify and address **dysfunctional** structures in organizations.
- Analyze **systemic interactions** across company departments.
- Evaluate the **impact** of major organizational changes.
- Simulate **decision-making** scenarios for key business choices.
- **Uncover complex business challenges**, including family issues in family-run and find solutions for handing business to the next generation.
- Provide **supervision tools** for coaches, consultants or sales professionals.
- Optimize **recruitment and hiring** processes.

FOR INDIVIDUALS:

- Find a **good place** in a company.
- Support various types of **decision-making**.
- Evaluate **self-employment** versus working as an **employee**.
- **Manage conflicts** with colleagues, clients and suppliers.
- Achieve balance between **personal** and **professional** life.
- Navigate **career decisions** (e.g., “Should I stay, or should I leave?”).
- Clarify personal and professional **goals**.
- Receive professional **supervision** and guidance.
- Understand **one’s role and position** within an organization / company.

《 TRAINING GOALS 》

Mastering Systemic Tools for Organizational Change.

This training aims to provide a **clear, practical understanding** of how to apply **systemic methodologies** to drive effective organizational change and evolution.

Key Learning Outcomes:

- Gain a **broader perspective** on the **phenomenological systemic approach** to organizational development.
- Enhance **awareness and sensitivity** to systemic issues in organizations.
- Apply **systemic tools** in both professional and personal contexts.
- Expand the **management and consulting expertise**.
- Learn how to **access information we already know, but we don't know we know**
- Unlock **hidden skills** and talents.
- Cultivate a **systemic consulting mindset**.
- Deepen the understanding of the **systemic paradigm**.
- Develop and apply **systemic coaching techniques**.
- Improve **communication** and conflict resolution skills.
- Learn to engage the **right hemisphere of the brain** for holistic thinking.
- Work effectively with **limited or incomplete information**.
- Enhance **leadership capabilities**.
- Strengthen the ability to design and execute **high-quality interventions**.
- Expand the repertoire of **systemic interventions**.
- Enrich both **professional careers and personal lives**.
- Gain deeper insights into **organizational patterns** and multi-layered dynamics.
- Increase **self-confidence** to enhance professional efficiency.
- Learn **new structures and forms** of constellations.
- Return home with **practical tools and ideas** for applying systemic work in daily practice.

This training integrates a **systemic approach** to understanding people, companies and organizations, equipping participants with the skills for professional and **effective systemic consulting**. It provides:

- **Expertise** in Organizational Constellations methodology.
- The **ability** to integrate systemic work into coaching processes.
- A strategic and **systemic perspective** to manage companies and organizations effectively.
- Tools to foster **clarity, quality, and competence** in business environments.
- The ability to address and solve **21st-century organizational challenges**.

By the end of the program, participants will have a **comprehensive and actionable systemic vision**, empowering them to create **transformational changes** in organizations with confidence and competence.

《 METHODOLOGY 》

Comprehensive and Experiential Training in Systemic Consulting

This training is immersive, hands-on, and deeply **experiential**, integrating simulations and real-world cases for a seamless, fast, and effective learning process.

Training Approach

The seminars will incorporate a variety of formats, including open presentations, lectures, practical exercises, group dynamics, experiential learning, among others. Additionally, **select sessions** will be open to the public, allowing for live demonstrations and in-depth analysis of real cases.

Active Learning & Participation

Designed to engage participants intellectually, cognitively, and emotionally, this training emphasizes active involvement as the **driving force** behind learning. Dynamic interaction is central to developing essential skills such as analysis, diagnosis, and decision-making.

From day one, participants will take on different roles—facilitator, representative, assistant, and client—under the continuous supervision of the trainer, ensuring a safe and structured progression.

Key Learning Components

Beyond **theoretical foundations**, all participants will be actively engaged in:

- Self-observation and reflection
- Observing the trainer's practical work
- Facilitating simple and complex constellations under supervision
- Strengthening systemic vision
- Performing many exercises
- Experiencing the full impact of methodology
- Facilitating systemic coaching processes
- Enhancing professional skills
- Practice the **art of systemic consulting**

Throughout the program, participants will explore Systemic Consultancy and Organizational Constellations, **gaining valuable insights** into this transformative approach.

The trainer will also introduce research and **investigation work** to reinforce learning through hands-on practice.

A Deeply Engaging and Flexible Program

With a strong focus on **practical exercises**, reflection, and integration, this intensive training ensures a profound understanding of methodology principles and a **rich experience** in systemic thinking.

The curriculum is adaptable:

- All planned topics will be covered with varying depth based on participant interest and available time.
- Some additional subjects may be introduced to enrich the learning experience.
- Certain topics may be streamlined to align with the program's core objectives.

A Global Perspective on Systemic Consulting

Designed by an internationally experienced trainer, this program upholds the highest standards of quality and competence. It aims to prepare conscious, skilled professionals in the **art of Systemic Consulting**.

While the **primary focus** is on Organizational Constellations and Systemic Management, complementary areas will also be explored to foster a holistic understanding of the concepts and their real-world applications.

It will be a transformative journey of **personal growth and self-discovery**.

〈 PRACTICAL INFORMATION 〉

〈 ORGANIZATION & TIMETABLE 〉

This comprehensive **20-day training program** is structured into 3 in-person modules of 6 days each, plus 2 online sessions. The schedule is designed to maximize learning efficiency by combining structured instruction with **hands-on experiences** and practical exercises.

To reinforce the learning, participants are encouraged to **continue practicing and applying** Organizational Constellations techniques after the training, engaging in related tasks to solidify their skills.

Training Format

- The program is **highly practice-oriented**, ensuring deep experiential learning.
- On select days (to be confirmed), sessions may be open to the public, providing participants with the opportunity to work on **real cases**.
- Participants will engage in **extensive supervised exercises** to refine their skills.



Timetable: 10:00 - 18:00

〈 LOCATION 〉

BUKHAREST - ROMANIA



〈 FOR WHOM 〉

This training is ideal for professionals with experience in **organizational development**, including:

- Business owners
- Managers & executives
- Shareholders & directors
- HR professionals
- Consultants, trainers, and coaches
Facilitators

It is also open to professionals from **other fields**:

- Psychologists & therapists
- Systemic constellation practitioners
- Anyone interested in personal and organizational development or **innovative methodologies**

Bringing together a **diverse group of professionals**, this program fosters a **rich exchange of knowledge and experiences**, enhancing the overall learning process.

〈 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 〉

The curriculum is designed to ensure seamless knowledge integration and **effective learning**, with:

- A **flexible, adaptive structure**, allowing topics to be covered in the most logical and impactful sequence for the group.
- A **transversal approach** linking new concepts to previously covered material for better comprehension.
- Adjustments based on **participants' needs** and potential unforeseen circumstances.

This approach ensures a dynamic, engaging, and result-driven **learning experience**.

⟨ DETAILED PROGRAM ⟩



- Diagnostics
- Signs to understand a systemic theme
 - Training systemic energy sensibility
 - Facilitator inner process
 - Facilitator decisions



- 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



- 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
- Systemic Recruitment & HR Strategies
 - Management constellations

ENTREPRENEURSHIP & STARTUPS

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SYSTEMIC APPLICATIONS

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SYSTEMIC LEADERSHIP

SYSTEMIC COACHING

- 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

HERITAGE & SUCCESSIONS

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SYSTEMIC DYNAMICS

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PERSONAL BRANDING

FACILITATOR / CONSULTANT ATTITUDE

- 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

FINANCIAL MANAGEMENT/MONEY

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SYSTEMIC INTEGRATION

< 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 purposes, it is mandatory the participation in almost 85% of the classes.

< DIPLOMA >

Upon successful completion of the training participants will receive the Diploma of:

“ INTERNATIONAL CERTIFICATION
ON SYSTEMIC MANAGEMENT
& ORGANIZATIONAL CONSTELLATIONS ”

by **Systemic Management** (Panamá),
Talent Manager (Portugal & Spain)
and **Centrul de Educatie Sistemica** (Romania)



< CERTIFICATION >

This training is certified in accordance with the **quality standards** for Advanced Training in the Field of Systemic Constellations on Organizations, as recognized by **INFOSYON** (International Forum for System Constellations in Organizations).

Participants may also qualify for certification as a **Professional Member** of this International Association upon successful completion of the training, agreement with the ethical code for practicing the profession, and fulfillment of other practical methodology requirements.

See all the details in www.infosyon.com.



< QUALITY SEAL >

Participants who meet all academic requirements for the Certification will be granted a personal numbered **quality seal**. This seal officially certifies the Training provided by **Cecilio Fernández Regojo**.

Certified professionals may use this seal on documents, brochures, or marketing materials.

They will be listed on the **Talent Manager / Cecilio Fernández Regojo** website, which includes a directory of over **1,000 certified facilitators** along with their contact information. This guarantees the exceptional quality of training they have received through this **International Certification**.

〈 TRAINER 〉

CECILIO
FERNÁNDEZ
REGOJO



SCIENTIFIC MANAGER & MAIN TRAINER

Mechanical Engineer by Instituto Superior Técnico.
Postgraduation in Business Administration, IST & UC.

Master Trainer Certified by INFOSYON.

Founder and President of Talent Manager & Systemic Management Inc.
Investor, Entrepreneur & Manager across various industries.

Over 50 years of extensive international business experience.

Scientific Director of Certifications at Universities in Europe & Latin America.

International recognized Systemic & Business Consultant.

Lecturer and Speaker at numerous International Congresses.

Expert and Global Trainer of

Systemic Management and Organizational Constellations worldwide.

His work and trainings have been held in more than 40 countries,
and in 4 languages (English, Spanish, Portuguese & French).

〈 INVESTMENT 〉

CASH PAYMENT

DATES	TOTAL
Until 2026, April 30 th	€ 3 999 +TVA
After 2026, May 1 st	€ 4 444 +TVA

**There are several options for instalment payments.
Please contact the organization.*

〈 SCHOLARSHIPS 〉

Scholarships (up to 5) offering a **50% discount** are available for participants under 25 years old.

To apply for a scholarship, interested candidates must submit their **CV** along with a **motivation letter**, explaining why they should be considered for this special offer.

< OTHER PROGRAMS WE OFFER >



< CONTACTS >

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