

# 25<sup>th</sup> International Certification Systemic Management & Organizational Constellations

**Konstelasyon  
Danışmanlık**



**Talent Manager®**  
Organizational Constellations



**1<sup>st</sup>** **Istanbul**  
**EDITION** **TURKEY**

MODULE 1	<b>2016</b>
MODULE 2 & 3	<b>2017</b>
MODULE 4 & 5	<b>2018</b>
MODULE 6	<b>2019</b>

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## ■ INTRODUCTION

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 XX<sup>th</sup> century, this **truth** emerges and it seems that is the unique and real **truth**, as we have the idea that we always thought like that and that it is the only "**truth**".

This exclusive rational thinking has few time, if we compare with the 7.500 generations witch existed before ours: the elders didn't think like that, they were **integrators** of several ways of thinking, analyzing the problems as a whole, based on several existent sciences and philosophies.

Through the time, we begin to verify the inefficiency of some methodologies that we though they were exceptional, but that look to parts of the problems and cannot include the whole.

With **systemic thinking**, we begin a different way to analyses these dynamics, looking to the whole system, the interaction between the system elements and between these and the system. All systems, where the **Man** is one of the elements, have these characteristics (family, friends, groups, clubs, associations, companies, organizations, government, universities, etc.).

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 to the system as a whole and uses emotions and senses to achieve solutions in a very quick and efficiently way.

We are talking about **intuition** or other ways of **information** access that we understand, as it is "evident", although we don't know exactly how it works. We are looking for simple and intuitive ways of understanding the problems, "talking" a **simple language**, perhaps the "children language", that we forgot all over the years.

With this methodology, we can work in very **simple** and **synthetic** way, with few elements, but with all information the client has, in a rational, cognitive, intuitive, or emotional form.

Through the Constellation we setup the tridimensional representation of the system of the company or organization, so we can bring to light, all information about systemic issues.

This methodology was originated in Germany 30 years ago, but the organizational branch begun just 15 years ago, spreading rapidly all over the world.

Recent developments in this area take us to discover new ways of analysis about how organizations and companies can evaluate successfully. Using Organizational Constellations, it is possible to discover **hidden dynamics** that are working in the organization.

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

As a summary, we could say that using this methodology, it is possible **to access information we already know, but we don't know we know**. The practical use of this methodology is very diversified, such as companies creation or merger, strategic definition, preparing negotiations, project management and evaluation, family companies, diagnosis, conflict management, decision-making, systemic coaching, team-building, to launch products and brands, agreements negotiation and much more.

The participants will learn this **innovate methodology** in a **quick, intensive** and **experienced** way, so they can develop their own skills and apply them in their professional future.

Challenge yourself to know this surprising methodology that is making a revolution in companies and organizations: learn to use the **XXI century tool**.

## PRACTICAL USE

### In companies and organizations:

- Defining a **strategy** for an organization
- Building a new **team strength** in different environments
- 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
- Supporting **decision-making** in all the business areas
- As an approaching tool in **dysfunctional** organizations structure
- Studying **family companies** dynamics
- 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 analyzing **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.
- **Recruitment** process

### For individuals:

- To find a **good place** in a company
- Several types of **decision-making**
- To work by **your own** or as an **employee**
- **Conflicts** with colleagues, clients and suppliers
- **Supervision**
- To find balance between **private** and **professional** life
- Answer personal **questions** as "Should I stay or should I leave?"
- Clarifying personal or professionals **objectives**
- **Clarifying** its own place in the organization / company

## ■ 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:

- To develop a **wider view** of the phenomenological systemic approach to organizational development
- To develop greater **awareness** and **sensitivity** to systemic issues in organizations.
- To apply **systemic approach** tools to organizations in one's own professional and personal life.
- To extend the knowledge and the **competences** in management and consulting
- To learn how to **access information we already know, but we don't know we know**
- To develop **skills** and **talents** that we hardly know
- To develop a basic **attitude** for systemic consulting
- To deepen the **perception** of systemic paradigm
- To develop and apply **systemic coaching** processes
- To learn to have a better **communication** and to manage conflicts
- To learn to work with the **half right part of the brain**
- To learn how to work with **few or none information**
- To improve **leadership** style and skills
- 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 companies and organizations
- To learn new **structures** and forms of constellations
- To develop your own **self-esteem** in order to improve your professional efficiency
- 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 and personal life

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

With this training, the participants will get a new and open **systemic view**, so they can manage companies and organizations efficiently, as well as, to help the business environment in its development with clarity, quality and competence, so they can solve all **XXI century challenges**.

## ■ 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, facilitators, etc. One of the priorities for the training course is to contribute to the development of systemic work in organizations.

The training is also open to the participation of professionals of other areas of activity, such as, psychologists, therapists, professionals of systemic constellations and for all interested on themes of organizational and personal 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.

## METHODOLOGY

This training is mainly **practicing** and **experiencing** with simulations and real cases so learning and integration of all concepts can be quicker and easy. We will use active and practical methods, group dynamics, theoretical presentations, videos and some others.

Given the objectives and characteristics of the participants, it is intended that the activity of these will be an engine of the learning, with an active participation in the process, integrating 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.

It is a very experiencing training, as the all participants will have a permanent **active role**; they will observe themselves, **conduct constellations**, carry out a lot of exercises and improve their skills.

Participants will learn **the basic theoretical principles**, they will verify the development of systemic consultancy and Organizational Constellations and the knowledge they can get with this new way of working.

Participants will observe the trainers practical work and they will practice the **art of systemic consulting**. They will also conduct / facilitate simple or more complex constellations under the supervision of the trainer, as well as, facilitating systemic coaching processes.

With this intense training, participants will assure a **unique knowledge**, which will provide a deeper understanding and experience on the systemic principles used in the methodology.

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

Since the first day, the participants will be invited to be in different roles (facilitator, representative, assistant and client). They will facilitate constellations in small groups, **they will train their systemic vision** and they will experience all methodology effects and results. The trainers will continuously **supervise** the participants to the next step, with safe procedures.

In order to get as close as possible to reality in its practical application, the faculty has the participation of **international experts** and other specialists in various areas.

Seminars will operate in different ways (open presentations, lectures, practical exercises, experiences and eventually open sessions to the public for demonstration and analysis of real cases). 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.

The training structure is defined as result of the trainers' 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**.

In spite of the training main focus is on Organizational Constellations and Systemic Management, there will be other complementary areas, to open the mind and make a perfect integration of all the concepts and associated practices.

## ■ **infosyon** CERTIFICATION

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 it is available for all the participants, through the approval in this training, the agreement with the ethical code to practice this profession and other requirements of practical use of the methodology (professional experience, supervision, facilitating almost 50 organizational constellations, among others). See all details in **www.infosyon.com**.



## ■ **QUALITY SEAL**

The participants which complete the Certification with all academic requirements, will have the right to use a numbered **quality seal**, that acknowledge the Training of **Cecilio Fernández Regojo**. This seal can be used in all documentation, leaflets or promotion materials of each Certified Professional.

On **Talent Manager / Cecilio Fernández Regojo** website there will be a list of all Certified Facilitators (**more than 400** until now) with all their data, to guaranty the exceptional Training they received in this **Internacional Certification**.



## ■ **ORGANIZATION & TIMETABLE**

The training will develop through 18 days in presence. It will be will be done in 6 modules of 3 days each. The idea is that learning will be very efficient due all the time schedule and the experiences and exercises lived. Between the modules, the participants will develop several tasks and it will be defined a time table for their meetings in small groups, according to their possibilities and their place of living. So, they can exercise and practice all that they learn in all the modules.

The modules are essentially focused on practice. On some days it will also be open to the participation of the public, in order to have real cases to look at and for the participants' experience. On the first modules, the trainers will facilitate and conduct the processes, but after, as the participants' development goes on, they will conduct the processes, with trainers' supervision.

CALENDAR / TIMETABLE			
• <b>MODULE 1:</b>	<b>2016</b>	<b>JUNE</b>	3 to 5
• <b>MODULE 2:</b>	<b>2017</b>	<b>MAY</b>	19 to 21
• <b>MODULE 3:</b>	<b>2017</b>	<b>NOVEMBER</b>	24 to 26
• <b>MODULE 4:</b>	<b>2018</b>	<b>MAY</b>	18 to 20
• <b>MODULE 5:</b>	<b>2018</b>	<b>NOVEMBER</b>	23 to 25
• <b>MODULE 6:</b>	<b>2019</b>	<b>MAY</b>	17 to 19
• <b>TIMETABLE</b>	10:00 – 18:00		

## MODULES PROGRAM

As it is an integrated training, the program is presented transversely, so it will be better adapted to participants learning and development. Due to the methodology characteristics and the need of integration, the program themes are distributed in six modules. The curriculum is always present in the modules, always making a link with all given topics and introducing new concepts. This program may be subject to change / adjust of the programmed settings for the group of participants or due to any unforeseen content.

## DETAILED PROGRAM

Below it is a detailed description of the content of the training. It is an ambitious and extensive program that it is going to be given in a transversal way, so it will better be adapted to the participants' learning and development. With this strategy, it will be a very dynamic training, so it will be possible to obtain a perfect consolidation and integration of all the knowledge transmitted.

### 1 BASICS

**PROGRAM:**

- HISTORIC
- IDEAS, CONCEPTS AND THEORETICAL PRINCIPLES
- TYPES AND FORMS CONSTELLATIONS
- SYSTEMIC CONSULTING
- SYSTEMIC MANAGEMENT
- METHODOLOGY AND HOW IT WORKS
- APPLICATIONS AND COMPLEMENTARITY

### 2 SYSTEMIC DIAGNOSTIC AND PERCEPTION

**PROGRAM:**

- DIAGNOSTICS
- SIGNS TO UNDERSTAND A SYSTEMIC THEME
- TO TRAIN SYSTEMIC ENERGY SENSIBILITY
- DIVERGE FOCUS
- FACILITATOR INNER PROCESS
- FACILITATOR DECISIONS
- COLLECTIVE AND INDIVIDUAL CONSCIENCE

### 3 SYSTEMIC THINKING

**PROGRAM:**

- WHAT IS A SYSTEM
- THE INSTINCT OF BELONGING
- THE COMPANY CULTURE
- THE COMPANIES INCLUDE A LOT OF SYSTEMS
- WHAT IS A CONSTELLATION
- THE USE OF SYSTEMIC CONSULTING
- SYSTEMIC VIEW
- SYSTEM HARMONY AND BALANCE

### 4 FAMILY CONSTELLATIONS

**PROGRAM:**

- PRINCIPLES AND FUNDAMENTALS
- FAMILY DYNAMICS
- PHENOMENOLOGICAL ATTITUDE
- ORDERS AND PRINCIPLES
- DIFFERENCES BETWEEN FAMILY CONSTELLATIONS & ORGANIZATIONAL CONSTELLATIONS
- SYSTEM DIAGNOSIS
- LIMITS & BOUNDARIES FAMILY / ORGANIZATION

### 5 HOW SYSTEMIC CONSTELLATIONS WORK

**PROGRAM:**

- THE METHODOLOGY
- WITH A GROUP AND INDIVIDUALLY (COACHING)
- THE CLIENT, THE FACILITATOR E THE INTERVIEW
- THE CONSTELLATION SETUP AND THE SEVERAL PHASES
- THE ROLE OF THE REPRESENTATIVES AND THE FACILITATOR
- SYSTEMIC PROCESS LEADERSHIP
- RECOGNIZING DYNAMICS
- TESTING INTERVENTIONS
- INDIVIDUAL AND
- COLLECTIVE CONSCIENCE OF SYSTEMS

### 6 FAMILY COMPANIES AND THEIR DYNAMICS

**PROGRAM:**

- FAMILY DYNAMICS
- 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

### PROGRAM:

ORGANIZATIONAL DYNAMICS  
TEAM BUILDING  
COMPANY / ORGANIZATION MISSION  
RELATIONSHIPS & VALUES  
TIME MANAGEMENT  
PROJECT ANALYSIS  
OTHER APPLICATIONS

## 8 STRUCTURAL CONSTELLATIONS

### PROGRAM:

CONCEPTS AND FRAME  
TETRALEMA  
PROBLEM  
PROJECT  
TRIANGLE OF VALUES  
BUTTERFLY  
OTHER FORMATS

## 9 APPLICATIONS

### PROGRAM:

FOR WHAT ARE ORGANIZATIONAL CONSTELLATIONS USED  
WORKING INSIDE THE COMPANY & EXTERNAL GROUPS  
ORGANIZATIONAL DIAGNOSIS  
PROJECT ANALYSIS AND CHANGE  
MARKETING AND PRODUCT CONSTELLATIONS  
CONFLICTS: PROFESSIONAL AND PERSONAL  
SYSTEMIC WORK IN INDIVIDUAL SITUATIONS  
HIDDEN AND BLIND PROCESSES  
WORKING WITH FEW OR NONE INFORMATION  
MANAGEMENT CONSTELLATIONS  
SWOT E BALANCE SCORE CARD  
WHY USE THIS METHODOLOGY INSTEAD OF OTHERS

## 10 SYSTEMIC COACHING

### PROGRAM:

SEVERAL APPROACHES TO COACHING  
CHARACTERISTICS OF SYSTEMIC COACHING  
TECHNIQUES OF PRACTICAL USE  
WHEN USE SYSTEMIC COACHING / ORGANIZATIONAL  
CONSTELLATIONS  
TO WORK WITH ORGANIZATIONAL FIGURES  
TO WORK WITH OTHER FIGURES AND OBJECTS  
TO WORK WITH CHAIRS, ANCHOR, CARDS OR ARROWS  
(POST-IT)  
CATALEPTIC HAND TECHNIQUES  
SYSTEMIC COACHING PROCESS  
THE USE OF CECI TOOL®

## 11 FACILITATOR / CONSULTANT ATTITUDE

### PROGRAM:

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

## 12 SYSTEMIC INTEGRATION

### PROGRAM:

THE "READING" OF CONSTELLATION GESTALT  
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

## EVALUATION SYSTEM

The evaluation of knowledge will be diversified, through individual and group participation in class (25%), individual works (25%), group works (25%) and final project (25%). The final project will have 5 / 6 pages written about any subject that it can be related with Organizational Constellations.

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

## ADMISSION PROCESS

Participants' admission in this training is the exclusive competence and responsibility of the Faculty and it will be done, in preference with the following criterions:

- a) Date of inscription
- b) Other Trainings Classification in this or other areas
- c) Academic and professional curriculum, in special attention to the experience in organizational and business environment, direct or indirectly.
- d) Experience in this area or similar

## DIPLOMA

With the conclusion of the training with approval, the participants will get a Diploma "**International Certification on Systemic Management and Organizational Constellations**" by **Talent Manager** (Portugal & Spain) and **Konstelasyon Danismanlik**. It is mandatory the participation in all modules, but the participation can be done in a different order, in the case the participants don't start the training in module 1.

## TRAINERS

### Cecilio Fernández Regojo

Main Trainer



#### Scientific Manager and Main Trainer

Mechanical Engineer by Instituto Superior Técnico

Post-graduation in Business Administration, IST y UC

Master Trainer Certified by INFOSYON

Entrepreneur & Talent Manager General Manager

Scientific Director of Certifications in Universities of Portugal, Spain,

Colombia, México, Argentina, Venezuela, Peru & Brasil

More than 40 years of business experience

Systemic and organizational consultant

Organizational Constellations International Trainer all over the world



### Goksell Karabayir

Organizer & Second Trainer



Founder and president of UKDEM and Konstelasyon Danismanlik

(International Constellations Consulting and Training Center)

Family and Organizational Constellator, Facilitator and Trainer since 2002

Given Constellationa TrainingI in 3 different locations in TURKEY

Publisher of Bert Hellinger, Prof.Dr.Franz Ruppert and Vivian Broughton's books in Turkish language

Organizer of International Training Programs for Prof.Dr.Franz Ruppert,

Vivian Broughton, Cecilio Fernandez Regojo, Jan Jacob Stam and

Dr. Jane Peterson.

## SCHOLARSHIPS

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

## INVESTMENT

The fee of each module is US\$ 380 and must be paid at the time of filing the registration.

To facilitate the participation of all people genuinely interested in this training, there are several ways to pay the training, depending on the desires and abilities of each participant. Please contact the Organizer for any additional information you may need, or to seek alternative that best suits your case.

## LANGUAGE

The language spoken in the training will be English translated into Turkish.

## BIBLIOGRAPHY

- **Invisible Dynamics - Systemic Constellations in Organisations and in Business**  
Klaus-Peter Horn & Regine Brick
- **Miracle, Solution and System**  
Solution-focused Systemic Structural Constellations for Therapy and Organisational Change  
Dipl. Psych. Insa Sparrer
- **The Organisation of Self-Organisation - Foundations of Systemic Management**  
Fritz B. Simon
- **Para Comprender las Constelaciones Organizacionales**  
Guillermo Echequeray
- **Constelações Organizacionais**  
Klaus Grochowiak y Joachim Castella
- **Systemic Consultancy in Organisations**  
Roswita Koenigswieser & Martin Hillebrand
- **Fields of Connection**  
Jan Jacob Stam
- **Systemic Coaching**  
Nino Tomaschek

## INTERNATIONAL CERTIFICATIONS

Nº	COUNTRY	TOWN	DATES
1	Portugal	Lisbon	March-2011 to December 2012
2	Mexico	Mexico CITY	August-2011 & January-2012
3	Colombia	Bogotá	October-2011 & March-2013
4	Spain	Barcelona	January-2012 & March-2012
5	Brasil	Rio de Janeiro	July-2012 & January-2013
6	Mexico	Mexico CITY	August-2012 & January-2013
7	Colombia	Bogotá	Setember-2012 & May-2013
8	Mexico	Guadalajara	October-2012 & April-2013
9	Peru	Lima	December-2012 & February-2013
10	Spain	Madrid	March-2013 & June-2013
11	Mexico	Mexico CITY	August-2013 & January-2014
12	Colombia	Bogotá	June-2014 & January-2015
13	Mexico	Guadalajara	October-2013 & April-2014
14	Argentina	Buenos Aires	November-2013 & March-2014
15	Peru	Lima	December-2013 & February-2014
16	Mexico	Mexico CITY	February-2014 & May-2014
17	Brasil	Curitiba	Setember-2014 & November-2014
18	Spain	Madrid	May-2014 & Setember-2014
19	Venezuela	Caracas	October-2014 & December-2014
20	Mexico	Guadalajara	February-2015 & May-2015
21	Argentina	Buenos Aires	April-2015 & August-2015
22	Spain	Barcelona	March-2015 & June-2015
23	Mexico	Mexico CITY	June-2015 & Setember-2015
24	Portugal	Lisbon	April-2015 & Setember-2015
25	Turkey	Istanbul	June-2016 to November-2018
26	Chile	Santiago	July-2015 & November-2015
27	Brasil	Curitiba	July-2016 & Setember-2016
28	Venezuela	Caracas	December-2015 & February-2016
29	Spain	Madrid	March-2016 & November-2016
30	Chile	Santiago	May-2017 & September-2017
31	Spain	Barcelona	February-2017 & April-2017
32	Costa Rica	San Jose	June-2017 & September-2017
33	Mexico	Mexico City	October-2017 & January-2018
34	Colombia	Medellin	November-2017, June & November-2018
35	Portugal	Lisboa	February & June-2018

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