



System Dynamics in Organizations

International Training in Organizational Constellations
15 days, three modules of five days each, in March, June, November 2010

Bert Hellinger Institute, The Netherlands

Welcome in this intensive training; welcome in the field of Systemic Constellation Work in Organizations

The goals for this training are twofold:

1. Learning to facilitate organizational constellations
2. Learning to apply the systemic approach in organizational development, consulting and in day to day professional practice

Introduction:

The Dutch version of this training program has been developed since 2001 and is now in its sixteenth generation. As many people have been asking for an English version, we decided to offer this 15 day training in 2010 in English, with collaboration of the international trainers Christine Blumenstein-Essen (Graz, Austria), Claude Rosselet (Zurich, Switzerland), Georg Senoner (Bolzano, Italy) and Jan Jacob Stam and Bibi Schreuder (Groningen, The Netherlands). Since this training will host participants from many different countries, including the Netherlands, it will provide an opportunity to learn and exchange in an international atmosphere.

In order to reduce travelling expense the training will consist of three modules of five days, taking place in the Dutch Bert Hellinger Institute in Groningen, the Netherlands, at a two hours' distance from the International Airport.

Training Program

During the training program you will be offered the basic theory and techniques enabling you to facilitate constellations. However, more than half of the time will be spent in practical work, in small groups or in larger groups with supervision of one of the trainers or assistants. Constellation work, for a minor part, consists of technique, and for a larger part of perception and inner attitude. Systemic perception and attitude of the facilitator will be the red thread during the training. Since the group will have a maximum of about 25 participants, it is possible to coach every one individually during the whole program. We will support participants during the program to find out what their preferred style is and to develop a style of their own.

Practice groups.

We strongly recommend that in between the modules participants practise, either by forming practice groups or by creating learning possibilities in their work. We also offer the possibility to come one day earlier for each module and to form practice groups in the Zeven Linden.

Guest clients.

During the training guest clients are invited to present their cases. In the first two modules the trainers will work with the guest clients, in the final module the participants, too, will work with guest clients. Guest clients may be business owners or managers or teams from Dutch organizations. They will participate for a couple of hours.

Additional program

In each module, an additional program will be offered during one evening or afternoon, like playback theatre, horse coaching and of course a party in the last module. For people who like to explore Dutch night-life, the nearby city of Groningen offers many possibilities.

Personal Issues Workshop.

Sometimes participants in a training program have personal issues coming up, related to the process of becoming a facilitator. This optional extra day before the last module starts (November 10) you can bring in a personal issue of your own, without extra charge. Bibi Schreuder and/or Christine Blumenstein-Essen will be the facilitators.

Topics during the modules:

Module I

TRAINERS: JAN JACOB STAM AND BIBI SCHREUDER

- ⌘ Systemic perception. By using many practical exercises we will fine-tune and calibrate our systemic perception and the inner attitude (the empty centre) from which we can operate when we perceive a system.
- ⌘ Organizational systems. In some important aspects organizational systems are different from family systems. Theory and practical implications in our work as facilitators or systemic consultants.
- ⌘ Discovering dynamics. Dynamics are patterns that develop as a response to a 'violation' of some archaic systemic principles, like exclusion. We will provide around seven of those basic patterns that often occur in organizational systems. What are the symptoms in real life in the organization; how do you recognize these dynamics in constellations, where do they originate from and what might be interventions applicable?
- ⌘ Personal conscience, Collective conscience and the conscience of the Spirit-mind. It took Bert Hellinger eight years to see which 'mechanisms' work in social systems and are the motor behind dynamics. We will discover how these consciences work out in the worlds of organizations and professional life.
- ⌘ Facilitating skills. We will practise basic facilitating skills like: how to move representatives or get them to move, sentences in constellations, different types of interventions, shifting from the role of facilitator to representative in a one-to-one setting.
- ⌘ Principles of order in organizational systems.
- ⌘ Practise constellations in many different settings.

Module II

TRAINERS: CLAUDE ROSSELET AND GEORG SENONER.

Jointly they will cover the whole module.

- ⌘ How can we integrate the method of constellation in our practice of organization development. When is the right moment to switch to the 'constellation mode'?
- ⌘ Design of the constellation: which elements to choose, how to interpret them and how to use the information that I got from the constellation for further work in the organization. Theory, demonstrations and practice.
- ⌘ Sense making theory. How to read constellations from the perspective of 'sense making'.
- ⌘ Management constellations. Claude and Georg developed the management constellations. One aspect is that team members are used as representatives.
- ⌘ Constellations with figurines and objects.
- ⌘ Dialogue processes. Dialogue processes can be used in teams to prepare for a constellation, or to digest what comes out of a constellation. Demonstration and reflection in the training group.
- ⌘ About three guest clients or, if possible, part of a team, will be invited.
- ⌘ Structural constellations. Apart from some more or less 'fixed' structural constellation, Claude and Georg will work with the 'emerging structure from the problem presented'.
- ⌘ Theory U and the relation to constellation work. In the fields of organizational constellations and Theory U (Otto Scharmer, Peter Senge cum suis) there is a growing mutual interest.

Module III

TRAINERS: DAY ONE AND TWO: CHRISTINE BLUMENSTEIN- ESSEN AND JAN JACOB STAM;
DAY 3-5: JAN JACOB STAM AND BIBI SCHREUDER

- ⌘ Structural constellations often fitting to the organizational context, like tetralemma (normal and pocket version), problem constellation and value triangle. Demonstration and practice by Christine Essen.
- ⌘ How to work with teams.
- ⌘ Family businesses. Christine developed a lot of experience in a project where Austrian farmer families have questions about succession: Two systems – One world. She will also reflect on the question: how to deal with personal issues in the organizational context.
- ⌘ Applications, like: consultation constellations (exploring the relationship between consultant and customer system); branding constellations and product-market constellations; scenario constellations (how to explore the effects on the system of a future change in structure, policy or values); etc. Jan Jacob Stam.

- ⌘ Supervision. Participants can facilitate a constellation under supervision of Bibi or Jan Jacob, get feedback and fine-tune inner attitude and approach.
- ⌘ Systemic coaching. Systemic talks without doing a constellation. Theory and practice.
- ⌘ Integration. Constellations to integrate your personal professional background, work experience and approaches that are or were precious to you. 'It is never too late to have an integrated curriculum.'
- ⌘ Process work and rituals in constellations,
- ⌘ Organizational topics, seen from a systemic perspective. What are systemic aspect of a merger, of strategy development, of how to leave an organization, of mobbing etc, etc?
- ⌘ Certification.

Conditions for participation

Participants know constellations, either because they did a training in family constellations or they have been participating in about five days of constellation workshops. Participants work in the field of coaching, organization development or are owners of a business or manager in an organization.

Participants speak and understand English.

Since the training is an integrated program it is only possible to subscribe for the whole training.


Subscription

You can subscribe by sending us an email with:

- ⌘ A brief motivation why you want to participate and what you want to learn.
- ⌘ A short overview of your professional background and current work.
- ⌘ Your experience with constellation work so far (days of workshops, trainings in family or organizational constellations).
- ⌘ Your contact details, including post address, email and telephone number where you can be reached.

Within a few days after your subscription we will contact you.

Jan Jacob Stam



Organization: Bert Hellinger Instituut Nederland

For all your questions you can mail to: info@hellingerinstituut.nl

Or call: +31 50 5020680

Website: www.hellingerinstituut.nl

Practical information

Tuition: €3100 (free of VAT), including lunches, coffee, tea provided in the 'Zeven Linden' and training manual. It is possible to pay in three terms without extra costs.

Location: De Zeven Linden (The Seven Linden), the training centre of the Bert Hellinger Institute Netherlands, Middelberterweg 13a, Groningen, the Netherlands

Dates: March 19-23; June 25-29, November 10: optional, personal issues;
November 11-15 2010

Working hours: every day 9.30-18 hrs (with 1,5 hrs lunch break)



Travelling and lodging:

From Amsterdam Airport it is possible to take a (direct) train to Groningen (2,5 hrs).

Lodging is possible in bed and breakfasts in the neighbourhood (about €20/night, including breakfast), nearby hotels (3km, about €65/night including breakfast) or in the City of Groningen (7Km, ranging €70-100/ night, including breakfast). If you wish, we will help you find a place according to your wishes and budget. We will also collect you from the train station upon arrival and take you to your lodgings. Daily transportation to and from your hotel/B&B to de Zeven Linden will be coordinated.

Training Faculty

Design Training Program and coordination: Jan Jacob Stam

Trainers: Jan Jacob Stam, Bibi Schreuder, Claude Rosselet, Georg Senoner, Christine Blumenstein-Essen

The trainers

JAN JACOB STAM



Studied Biology and Educational Sciences. Schoolteacher, manager at Dutch Telecom, ten years experience as consultant and partner in a consulting firm. Always interested in exploring. Founder of the Dutch Bert Hellinger Institute, offering trainings in organizational constellations and family constellations for ten years. Many international workshops, organizer of various conferences and the IOCTI. Author of 'Fields of Connection'. Married to Bibi Schreuder, two children.

CLAUDE ROSSELET

Claude Rosselet, lic. oec. HSG, born 1952 in Zurich. Founder of Inscena Systemische Beratung GmbH in Männedorf (Switzerland). Several years of experience as manager in leading Swiss corporations; since 1994 consultant for executives, project teams and boards of directors. Facilitator of innovation and change processes; lecturer at various universities and institutions such as the "Hochschule für Wirtschaft der Fachhochschule Nordwestschweiz".



GEORG SENONER

Georg Senoner – Systemic Management Consulting – Italy, Born 1953.



Management consultant and coach; specialized in organisation development and strategy development. Integrates systemic constellations in his consulting and training activity. Teaches constellation work at the Istituto Sistema Counseling in Milan. Graduated in Economics and Business Administration. 20 years of experience as entrepreneur and CEO of a medium-size industrial corporation.

CHRISTINE BLUMENSTEIN-ESSEN

Born in 1956, social worker at the Centre for Psychological and Social Issues in Graz. Psychotherapist and supervisor since 1985. Family therapist. Dance and movement pedagogies. Trainer in Systemic therapy and systemic consulting. Consultant for larger helper systems. Christine loves to support helpful processes for teams, organizations and individuals.



BIBI SCHREUDER



Studied art. School teacher and mentor of young adults for 20 years. Co-founder of the Dutch Bert Hellinger Institute. Bibi loves to support learning processes. She developed a training Systemic Acting in the classroom for teachers. Trainer organization constellations and family constellations.

‘The systemic way of thinking and looking at the world helps us to become aware of the mechanisms and dynamics that are at work in systems that we normally never notice. These are the dynamics that can, in one moment, give us wings to fly and in another moment, hold us paralysed and unable to act’

Jan Jacob Stam