



Bert Hellinger
Instituut Nederland

International Master Training

Organizational Constellations

and Systemic Interventions



'Exclusion creates a sense of belonging and security within the unit'.

Barbara Hoogenboom

Introduction

Facilitating a constellation is not just an art but also a true profession. In the past couple of years it became apparent that clients in companies and organizations want their facilitators to be professionals who are experts in their field. Additionally, a lot of organizational issues are embedded in social issues which means you also have to be able to deal with those.

We offer this advanced training separately in order to do more justice to the different fields of personal issues on the one hand, and organizational development on the other.



For whom?

This training is for constellators, (HR) managers, coaches, consultants, and leaders who really want to make constellations as part of their profession and want to be experienced by clients as professional.

Requirements: admission requirement is a completed training organization constellations or organization constellation for family constellations. If you have any questions or doubts about your admission, do not hesitate to contact us.

Characteristics of this training

The Master Training Organizational Constellations trains students to be a solid facilitator who:

- Knows how to create the right setting for an organizational constellation.
- Is able to perform a good constellation, even in teams that are divided.
- Has an eye for the systemic perspective on most of the organizational issues.
- Knows how to intervene systemically without performing a constellation.
- Knows the essentials of systemic phenomenological work through and through and knows how to apply them.
- Has an attitude and work ethic that the client and his/her organization can trust.
- Knows where systemic phenomenological work belongs in the field of system theories that are being applied within organizations.
- Is up to par with the “state of the art” and can bring different forms of constellations into practice, matching the assignment, the question and the setting.
- Knows how to differentiate between personal issues and organizational issues and knows how these sometimes relate to and differentiate from social issues.

‘Systems lead us, instead of us
leading systems’.

Barbara Hoogenboom.

Program outline

This training includes 2 modules of 4 days, and 1 module of 3 days, 11 days in total. Each module has a focus. In addition to introductions, we do a lot of practicing, participants supervise constellations and feed-forward about their own style and unused potential. The systemic intervention capacity and individuality of the constellator is sharpened by a half-day coaching with the collaboration of horses, in module three.

Admission conditions

Basic training "System dynamics in organizations" completed at the Bert Hellinger Institute Netherlands, or the short course "Organizational Constellations for Family Constellators."

At registration you will be asked about the previous education. For people who have had their basic and/or other training elsewhere in the field of systemic work and constellations, we recommend that you first follow our short training 'Organizational Constellations for Family Constellators'.

If you are in doubt as to which route is suitable for you, please send us an e-mail stating what training you have received and what your practical experience is, then we can advise you on the best route to follow.

MODULE 1

Power in Constellation

Content

- Swarm constellations,
- Natural (self constellating) constellations
- Use of scaling
- Constellations on social issues
- Constellations in resonance with the bigger evolutionary force that is called “Spirit-Mind”
- Constellations in the face of the ‘emerging future’
- Constellations where the organization is seen as the structure or field
- Further development of your sense for the ‘right intervention’ during the constellation
- Creating a setting for an organizational constellation: how to redirect a difficult setting into a productive experience using the systemic principles
- Participants practice a lot and will be coached on the development of their own solid style.
- The essences of systemic work

MODULE 2

Organizational Development from a Systemic Perspective

In this module you learn how organizations can thrive from a systemic perspective. What are the conditions for success? What is the life cycle of a company? How can a merger or business succession be successful?

You also learn how many issues and problems in organizations can be understood from a systemic perspective: symptoms are a solution of the system. How can you work systemically in organizations beyond the constellation method? In short; You are a guest in an organization and they want you to help them in their language with their issues. How do you handle that?

Content

- Systemic interventions
- Systemic coaching
- Several organizational issues will be discussed from a systemic perspective, such as mergers, downsizing, the start-up of a company, resignation, new services and products, social media and communication, alternative workplace strategies, contracts, etc.
- Dealing with trauma in organizations and designing the proper interventions
- Where does systemic work fit in in the landscape of system theories that are being applied in organizations

During module 2 a segment of the training will be provided by guest tutors.



MODULE 3

The art of helping

"Who am I, as a constellator?" Is central to this block. As a constellator or systemic worker you are your own instrument. The inner position from which you work has a huge influence on the attitude and interventions. With the help of many exercises you examine and refine your inner attitude and style of work. In this module, "doing" and "not doing" are embedded in "being".

Content

- Several exercises around 'The art of helping'
- Supervision; participant can facilitate a constellation under supervision. There is room for 2 guest clients.
- Constellations, co-creating and the field of change
- The art of a true move.

Practical Information

Dates, price and location

For the dates, price and location of upcoming courses, see our website www.hellingerinstituut.nl.

The price includes a training manual, coffee, tea and lunches during the entire training.

Accommodation is not included in the price. We kindly ask you to arrange your overnight stay yourself and on time. On our website you will find suggestions for hotels and/or Bed & Breakfasts in the area. You can always call us for additional information.

Payment in installments: payment in installments is possible without additional costs.

The Bert Hellinger Institute is included

Participants

Minimum of 10 en maximum of 27.

Registration procedure

You can register via the registration form on our website. Of course, prior consultation is possible both by e-mail and by telephone.

After registration you will receive the request to write a short motivation by e-mail.

After receiving your motivation, we will contact you for an intake interview.

After the intake interview with one of the trainers you will immediately hear whether or not you have been admitted. If you need more reflection time yourself, you can indicate that.

NB: 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. One of the trainers will facilitate these practice groups.

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