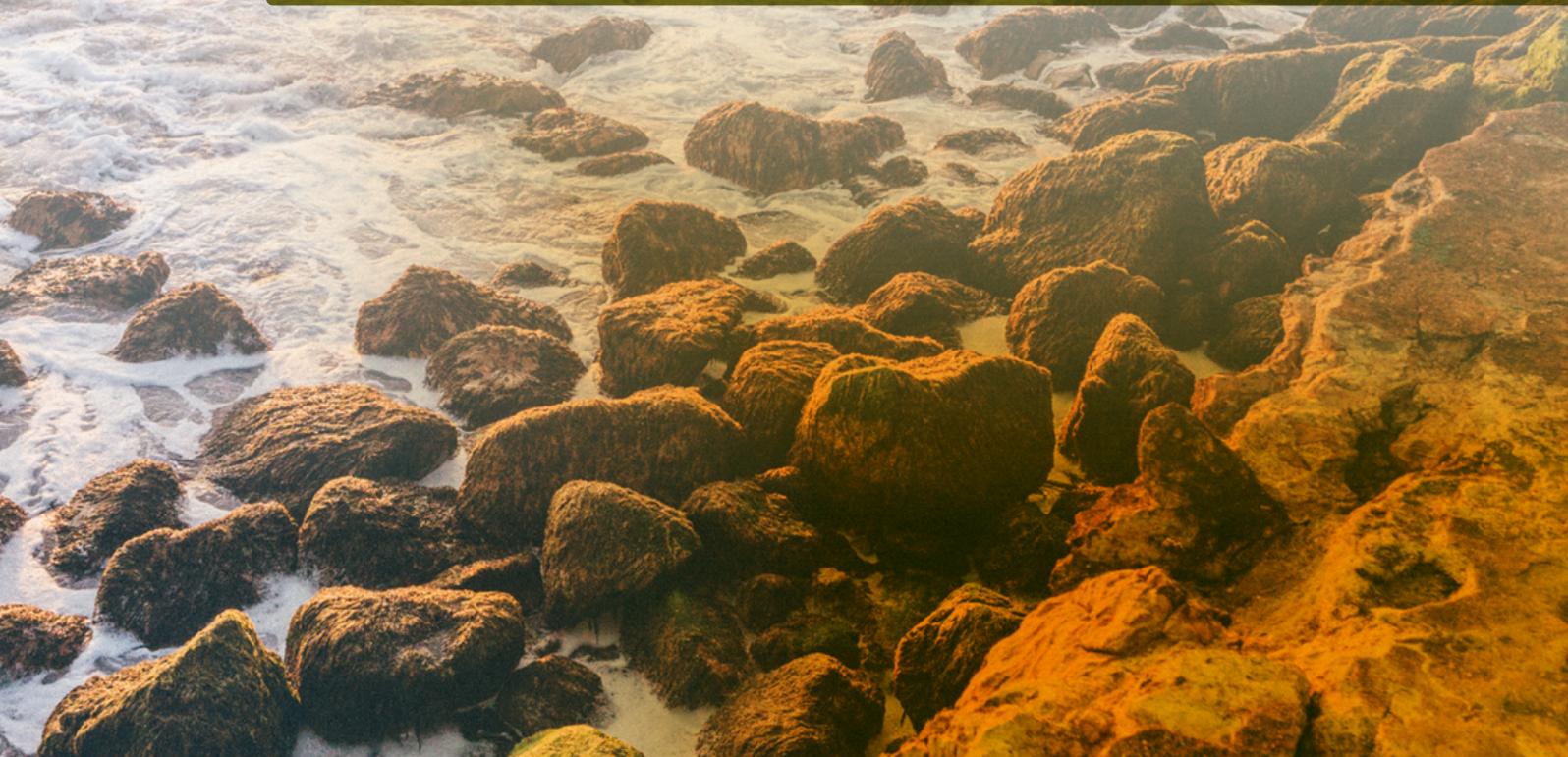




Bert Hellinger
Instituut Nederland

International Training System Dynamics in Organizations



'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 paralyzed and unable to act'

Jan Jacob Stam

Introduction

In addition to insights, skills and gaining a great deal of experience, systemic work and the facilitation of constellations also require a certain basic attitude and sensitivity. Ample attention will be paid to all these aspects in the course. This intensive training will provide an enrichment for the professional actions of the participants and often has a transformative effect.

The training is aimed at people who are professionally involved with the functioning of systems in organizations: managers, internal and external advisers, trainers, social workers and others who care about the development in organizations and work situations.

'The beauty of loyalty is hidden in resistance.'

Barbara Hoogenboom

Characteristics of this training

During the training, knowledge, experience and insight about the principles and patterns in systems will be offered. In addition, practice, reflection and integration are central in this training. Already from the first day on, participants are invited to take on the role of facilitator and to facilitate constellations in small groups.

Although the focus in this training is on learning to facilitate constellations, much attention is also paid to systemic work in organizations in a broader sense. What are, from a systemic perspective, conditions under which organizations and people thrive in work situations? In short: even if you do not intend to become an organization constellator, this training can be extremely suitable for you. It increases your repertoire of intervention options in organizations.

After completing this course you can:

- Look at organizations and networks with the systemic glasses
- Use your senses (awareness) as an instrument
- Work from the systemic basic attitude (reluctantly help, multi-sided part-taking, distant involvement, clear own place)
- Recognize common patterns and dynamics in teams, organizations and networks
- Translate systemic knowledge and insights into exploratory questions and interventions, so that organizations/employees can do better what they are intended for.

Program Outline

The training consists of 15 training days. In three modules of 5 days each participants can learn to independently facilitate organizational constellations and integrate systemic approaches into their professional practice.

'Genuine love for what was,
unleashes energy for what comes.'

Barbara Hoogenboom

MODULE 1

Content

- 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" or some archaic systemic principles, like exclusion. We will provide around seven or 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 practice 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.
- Practice constellations in many different settings.

MODULE 2

Content

- 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'.
- 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.
- Constellations with figures and objects.
- Systemic Consulting

MODULE 3

Content

- How to work with teams.
- Systemic Coaching
- Supervision. Participants can facilitate a constellation under supervision, get feedback and fine-tune inner attitude and approach.
- Ethics. Exploring ethical issues and attitude for organizational constellations.
- Process work, sentences and rituals in constellations.
- Organizational topics, seen from a systemic perspective. What are a systemic aspect or a merger, or strategy development, or how to leave an organization, or specifics around family businesses, etc?
- Integration. Constellations to integrate your personal professional background, work experience and approaches that are or were precious to you. "It's never too late to have an integrated curriculum."
- Certification.

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 in the Central Register for Short Vocational Education (CRKBO). That is why this course is free of VAT.

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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