



**A Community of Learning, Practice and Innovation
in Systemic Organisational Constellations**

CoLPI12

Developing and integrating systems thinking into
day to day professional and leadership practice



in partnership with



Moving Constellations

Developing and integrating systems thinking into day to day professional and leadership practice...

Whenever people form into teams, groups and organisations, human systems are created in which the various parts interact with each other in ways that are often difficult to recognise and understand. Within each system, dynamics and patterns of behaviour emerge that lie beyond the realm of the personal and which strongly influence the success of our goals and actions. And yet more often than not conventional approaches to leadership, change and consulting focus on individual behaviours and accountabilities, or interpersonal relationships, limiting their effectiveness considerably.

Each year the ColPI programme invites participants to widen their perspective and use a new philosophical lens to see people, events and organisations in a radically different way.





'My work with the leadership team was an enriching and beautiful success. We did lots of work that created deep insight and openness in the team. This morning I did quite a confronting intervention around naming a key issue of not honouring past presidents. We looked at how the current team is carrying the burden of the past (four presidents hired and fired in four years) and the fear of it happening to them, which moved two grown men to tears. They shared for the first time how unsafe this made them feel ... and we then progressed to moving to a place of healing, self belief, affirmation and trust with the team which was quite something.

I can't thank you enough for how CoLPI is helping me help leaders create better organisations that lead with more purpose and humanity in the world.'

An organisational change consultant on last year's programme

The programme

CoLPI is a leading edge programme that has two aims:

- firstly it is designed to help participants to develop the skills, knowledge and processes needed to run organisational constellations and use systemic tools as a part of their every day practice
- of equal importance, it is an introduction to a practical philosophy that offers a different kind of worldview. One capable of seeing and sensing 'wholes' rather than isolated individual parts, and one that respects the invisible, natural ordering forces that are a crucial part of our human endeavour

Together they help experienced consultants, coaches and leaders refresh their practices in a way that enables them to be even more effective in a volatile and fast changing world. A systemic approach encourages them to draw on supportive forces that create truly holistic solutions.

A group of 12 – 15 people form as a community to provide a platform for learning and personal development as well as a springboard for new ideas. There are four key components to the programme amounting to 18 days of teaching and guided support:

- **Learning Forums** – the key learning takes place in 2 x two day and 2 x three day modules, all of which are residential
- **Creative Spaces** – 4 one-day events for the whole group to focus on sharing and developing their new ideas and innovations grounded in personal practice
- **Systemic Coaching Sessions** – 4 x three hour meetings in groups of three exploring in more detail aspects of your personal and professional practice
- **Personal Issues Workshops** – 2 one-day scheduled workshops. In one workshop you can bring a personal issue of your own without extra charge whilst in the other you can act as a resource to others

The Community is also supported by its own secure website enabling participants to access a range of course notes, articles and videos as well as dialogue with each other between sessions.

Programme leaders

Judith Hemming has been pioneering the use of systemic approaches in family, educational, organisational and wider social systems for over 19 years. She coaches and runs workshops and courses for people in commercial and public sector organisations, large and small in the UK, USA and Europe. Having initially based her approach on the teachings of Bert Hellinger, she has pioneered the development of the constellating process in the UK for use with 'in-tact teams', as an executive coaching process.

She is supported by **Terry Ingham**, a group director of **nowhere**. He uses systemic processes in his day to day management of the company as well as in his consulting and coaching work. His key role is working alongside members to help them develop creative ways of integrating systemic and somatic approaches to their day to day consultancy, leadership and professional practices.

Venues

The Learning Forums are residential and run in a rural setting close to Oxford. The other events are run in Islington, North London.

Price

Price per person £3,230 + VAT per person. Your place will be confirmed through payment of an initial non-refundable deposit of £400 + VAT. A second payment of £750 + VAT will be due in February 2012.

There will be eight further installments of £260 + VAT per month starting at the beginning of March 2012.

A limited number of bursaries are available for people on lower incomes or who work in education or the voluntary and community sector.

Meals and accommodation are included in the fee for all residential trainings.

If you would like to discuss further or book your place please call **Terry Ingham** on 077 79 78 73 92 or email him at: terry.ingham@nowhereacademy.com

To learn more about CoLPI, please email terry.ingham@nowhereacademy.com

To learn more about the **nowhere** academy visit nowhereacademy.com

Or visit now-here.com

