

# Learning to work with the whole picture...

to know better 'what is' and to develop 'what could be'



in partnership with



MovingConstellations

## Learning to work with the whole picture

Systemic Organisational Constellations is a unique approach to improving the quality of performance, change or innovation. The methodology is at the cutting edge of leadership and change practice and is applicable to any dynamic organisational situation. The process is a way of mapping the whole and enables people to see organisations as a continuously changing network of relationships.

Constellating is a facilitated process of modeling human systems. They encourage people to break with limiting perceptions and familiar stories of how things are. They provide vital and often hidden information about the inter-dependant relationships of the parts of a system – the individuals, teams, stakeholders, products, processes, partnerships or markets.

Systemic Constellations can be used in workshop settings with leaders working with colleagues and intact teams tackling complex problems or exciting possibilities. More often, however, they are used in a more integrated way within the organisational context to support everyday management, innovation and change practices. A systemic perspective can be used to successfully inform decision taking, enhance coaching and shadow consulting processes, or help diagnose, design and plan interventions.





'I found the Fundamentals Training enormously helpful in adding a new dimension to my practice. Looking at my clients' dilemmas from a fresh perspective and with additional techniques has been both exciting and inspiring'

Nikki Wyatt, Coach  
A participant's view of the two day training

## The Fundamentals of Systemic Organisational Constellations

'The Fundamentals' is a two-day residential course for leaders, internal change agents and external consultants and coaches working in business, education, government, health or welfare. It is particularly appropriate for those who want to understand how a systemic perspective can be integrated into their everyday work.

Working and learning as a group of 12 professionals, the course provides you with

- an overview of what it means to use a systemic lens to improve performance and effect change
- fresh insights into you, your organisational role, your team and the company you work with
- tools that you can use in your existing practice
- experience of a full 'phenomenological' constellation using an issue brought by a member of the group

The course is a mixture of experience and practice with short theoretical inputs designed to stretch your existing approaches. Although the focus is on organisational applications, it is likely the course will profoundly challenge how you see yourself, your work and indeed organisational life itself.

## Developing your skills and knowledge

This highly participative course is an introduction to a philosophy and application of systems 'thinking' into leading and catalysing change in organisations. Over two days (including an evening) participants are guided through a range of concepts and exercises that stimulate new ways of seeing the systems you live and work in.

Topics covered include

- self and systems
- conscience groups and loyalty
- body based knowing
- ordering forces in human systems
- reading a constellation
- working phenomenologically
- structural constellations
- using a systemic lens in coaching

The course is led by **Judith Hemming**, a pioneer in the development and use of constellating processes in organisations and wider social systems. Working with blue chip companies, government and educational sectors, she coaches and runs workshops and training programmes in the UK and internationally.

She is supported by **Terry Ingham**, a director of **nowhere** who has worked at executive level in private, public and voluntary sector organisations for twenty years. Alongside Judith, he has been creating and integrating the use of systemic tools and methods into change and innovation processes in organisations.

A black and white photograph of a cylindrical container, possibly a pen holder or a small trash can, with the word "Strategy" printed vertically on its side. The container is placed on a desk with several papers scattered around it. The background is blurred, showing what appears to be a window or a light source.

## Workshop information and contact details

The next courses will be held in Oxfordshire on:

20 – 21 June 2012  
8 – 9 October 2012

There are two differential prices depending on your level of financial support. Accommodation and meals are included in the price.

- un-sponsored individuals and people in voluntary and educational sectors: £420 + VAT
- organisationally sponsored participants: £650 + VAT

If you wish to discuss any aspects of this course or book a place please contact **Terry Ingham** on +44 (0) 78 66 60 77 89 or email: [terry.ingham@nowhereacademy.com](mailto:terry.ingham@nowhereacademy.com)

To learn more about The Fundamentals of Systemic Organisational Constellations, please email [terry.ingham@nowhereacademy.com](mailto:terry.ingham@nowhereacademy.com)

If you would like a booking form please contact [tracy@nowheregroup.com](mailto:tracy@nowheregroup.com) or telephone Tracy on +44 (0) 78 03 03 51 45

To learn more about the **nowhere** academy visit [nowhereacademy.com](http://nowhereacademy.com)

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