



**Bespoke Systemic Organisational
Constellations Workshops**

Bring hidden systemic
dynamics to light...

to reveal patterns of connection and create
optimal conditions for growth




in partnership with



MovingConstellations

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Bring hidden systemic dynamics to light...

Creating the optimal conditions for an organisation to be healthy, effective and innovative is the work of organisational constellations. Often our focus is on the various parts of an organisation or system – the employees, the customers, the services, the business processes and strategies – without an understanding of how the parts relate to each other. A constellation is a highly practical way of mapping the important patterns of connection between the parts as well as between systems.

These patterns and dynamics influence the quality of behaviour, levels of engagement and our ability to create and take decisions. And yet they are largely invisible to us. We know them more by their impact on the performance of individuals, teams, functions and the organisation as a whole.

A black and white photograph showing two men in profile, looking towards the left. The man in the foreground is wearing a checkered shirt, and the man behind him is wearing a dark jacket over a striped shirt. The background is slightly blurred, showing what appears to be an office or meeting room setting.

'It was a fascinating experience and provided some powerful insights into human dynamics and relationships. I found it exceedingly helpful to see how various parties involved might react to changes in the situation; and to see how a problem is perceived so differently by these parties.'

David Hemery, Vice Chairman British Olympic Association
and Chairman of the Confederation of British Sport

An organisation's story

People from a local authority are gathering for a workshop – the deputy chief executive, the director of strategy and community, and the heads of change and organisational development. Their goal: to shed urgent light on a key issue that is troubling them greatly...

They are developing a new strategy for delivering services. An hour or so into the workshop they have discovered that the 'local community', whose importance they feel they may have been over-estimating in delivering the new plan, have protested they want to be given more responsibility. The surprise so far is that this community hold hope for the future, not gloom.

In the last few minutes, the leaders have seen clearly for the first time some of the unacknowledged feelings in those staff who will be keeping their jobs for the 25% of staff who will be made redundant. This reveals dramatic splits in the leadership team – some partners want to be involved further.

They begin to see a way towards healing their relationship with the majority of elected members who were not part of developing the initial plan. The leadership team has gained powerful insights and ideas that they will take away with them to develop further.

They leave the workshop inspired, informed and excited – having seen the bigger systemic picture impacting on what they've been struggling to achieve, until now.

The process

A bespoke Systemic Organisational Constellations workshop and supporting process is a powerful tool for leaders, coaches and consultants who want to shed fresh light on some of the complex issues and opportunities they are facing in their organisations, markets and amongst their wider stakeholder groups. They offer a rare chance to step back and view the whole picture, developing a clear understanding of the patterns of connection – past and present – and importantly create and test new insights about possible ways forward.

At essence a systemic constellation is a simple mapping process that can be used to

- diagnose situations
- discover resolutions to problems
- design ideas for action
- test and refine the quality of decision prior to action

They are highly experiential one-day workshops involving 12 – 20 people, offering a powerful and versatile process that responds directly to the live and pressing issues and ideas brought by participants. Conversations before the workshop with people bringing issues to work on provide a little background information and help to clarify the focus of the question they would like to find answers to.

The workshop itself uses constellations as a mapping process to go deeper into the root causes of problems, or wellspring of ideas. They provide information about the invisible and systemic dynamics that are helping or hindering effective performance or the success of a change or innovation initiative. A small number of people from outside the company also attend to help in the mapping process. We ensure a high level of client confidentiality and even anonymity can be formally agreed at the outset.

Since this work often generates a significant change of perspective, we encourage leaders to attend with colleagues from their leadership or project teams and/or their coaches. We also offer follow-up coaching to help integrate insights from the workshop and provide support in the development of next steps.



Workshop information

We provide bespoke workshops at a time and place to suit your company's needs. During a day, leaders holding a question are able to look at the many aspects of their organisation, identify the nature of difficulties they are experiencing and the potential for opportunities – and develop strategies for moving forward.

The workshops are led by one of a number of highly experienced facilitators including **Judith Hemming**, **Robert Smith**, **Caroline Ward** and **Stephen Busby**. They are pioneers in the development and use of constellating processes in organisations and wider social systems. Working with blue chip companies, governments, public and educational sectors, they run workshops and coach internationally.

To learn more about our bespoke Systemic Organisational Constellations or participate in a workshop, either as a question holder or as a resource, please contact **Terry Ingham** on +44 (0) 78 66 60 77 89 or by email at: terry.ingham@nowhereacademy.com

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

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