



SYSTEMIC SKILLS Development

FOUNDATION
Systemic Constellations
TRAINING

SYSTEMIC SKILLS
Development

FOUNDATION TRAINING
Systemic Constellations

THE DEVELOPMENT OF SYSTEMIC SKILLS
ENTAILS THE SKILL TO
UNCOVER 'HIDDEN' PATTERNS within a SYSTEM
which is to
DEVELOP SYSTEMIC 'SEEING'



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Development

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Systemic Constellations

5-Step Process

2. Choose elements in the interview

NAME

Issue - can be more than one element

GOAL

Resistance - when it is not clear in the field

Support when it is needed

SYSTEMIC SKILLS

Development

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Systemic Constellations

A selection of typical concerns

Clarity

I want to know what's going on. I want clarity.

Place

I want to know where my place is in the company? From which place can I give good advice?

Connections

I want to understand the connections. What's behind it?

Future

Where will that lead?

Decisions

Which decision is the right one? What can a decision look like?

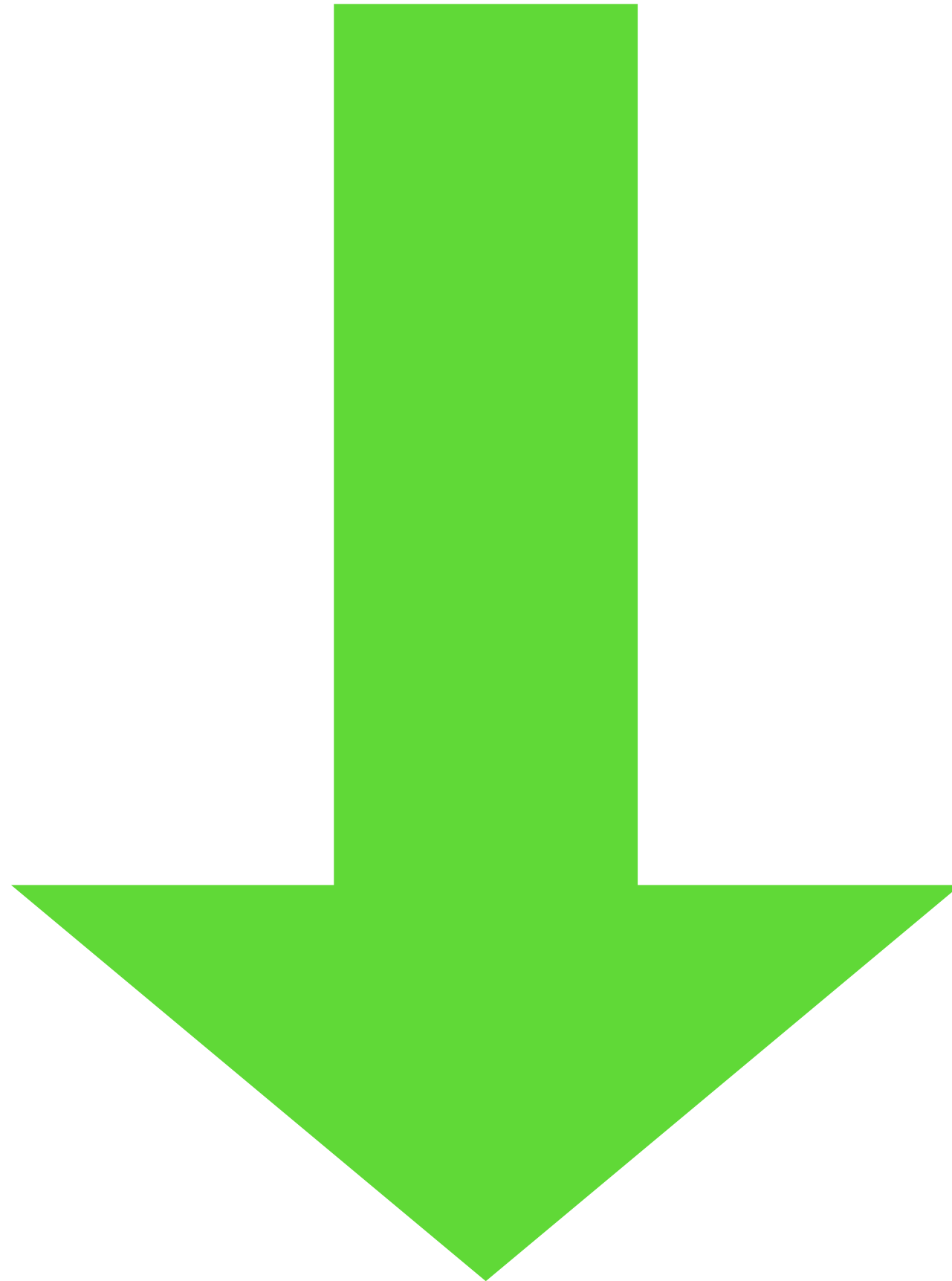
Goal

How do I reach my goal? What is hindering me? What supports me

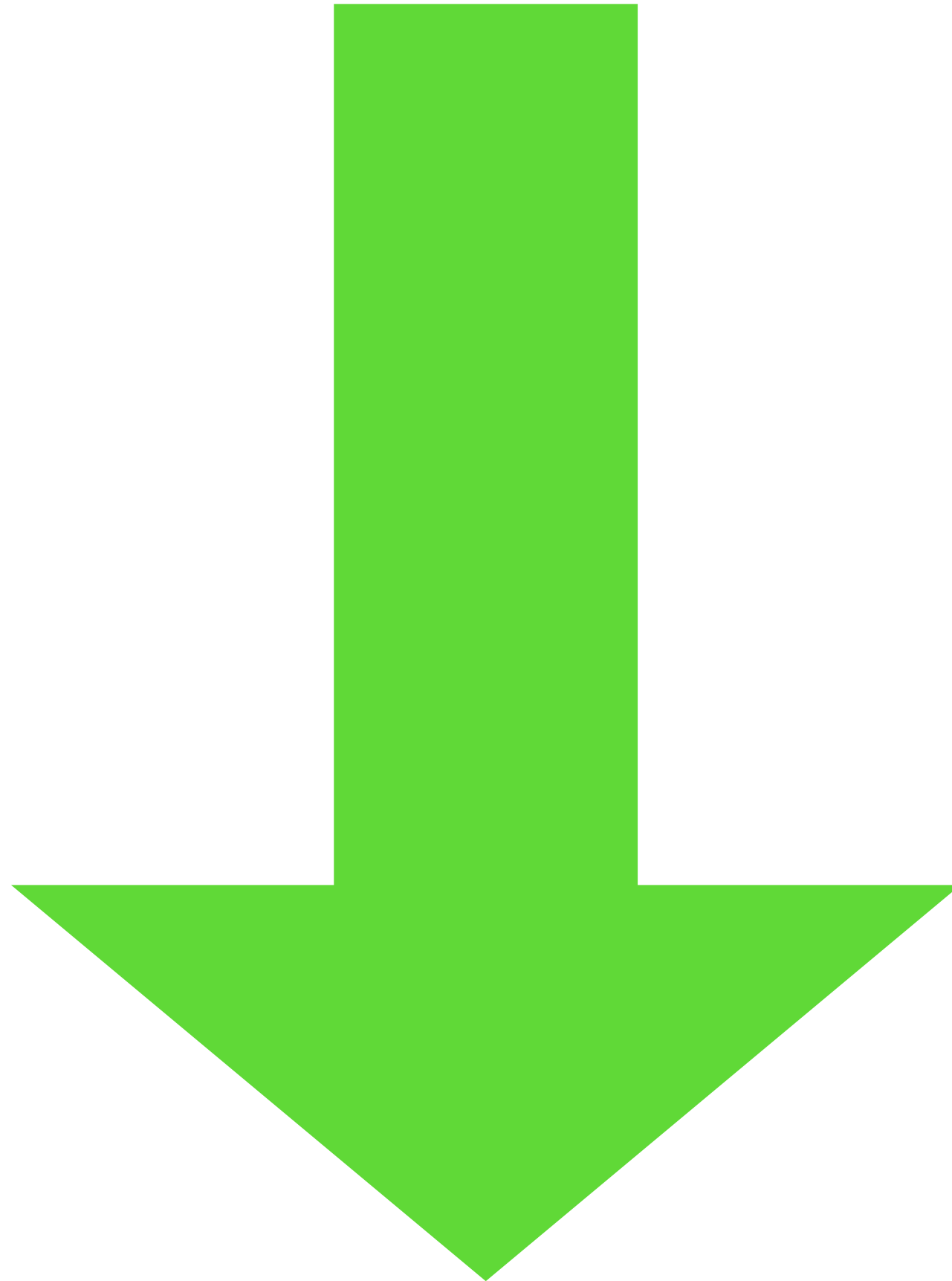
Conflict

What is the conflict about? How could I solve it?

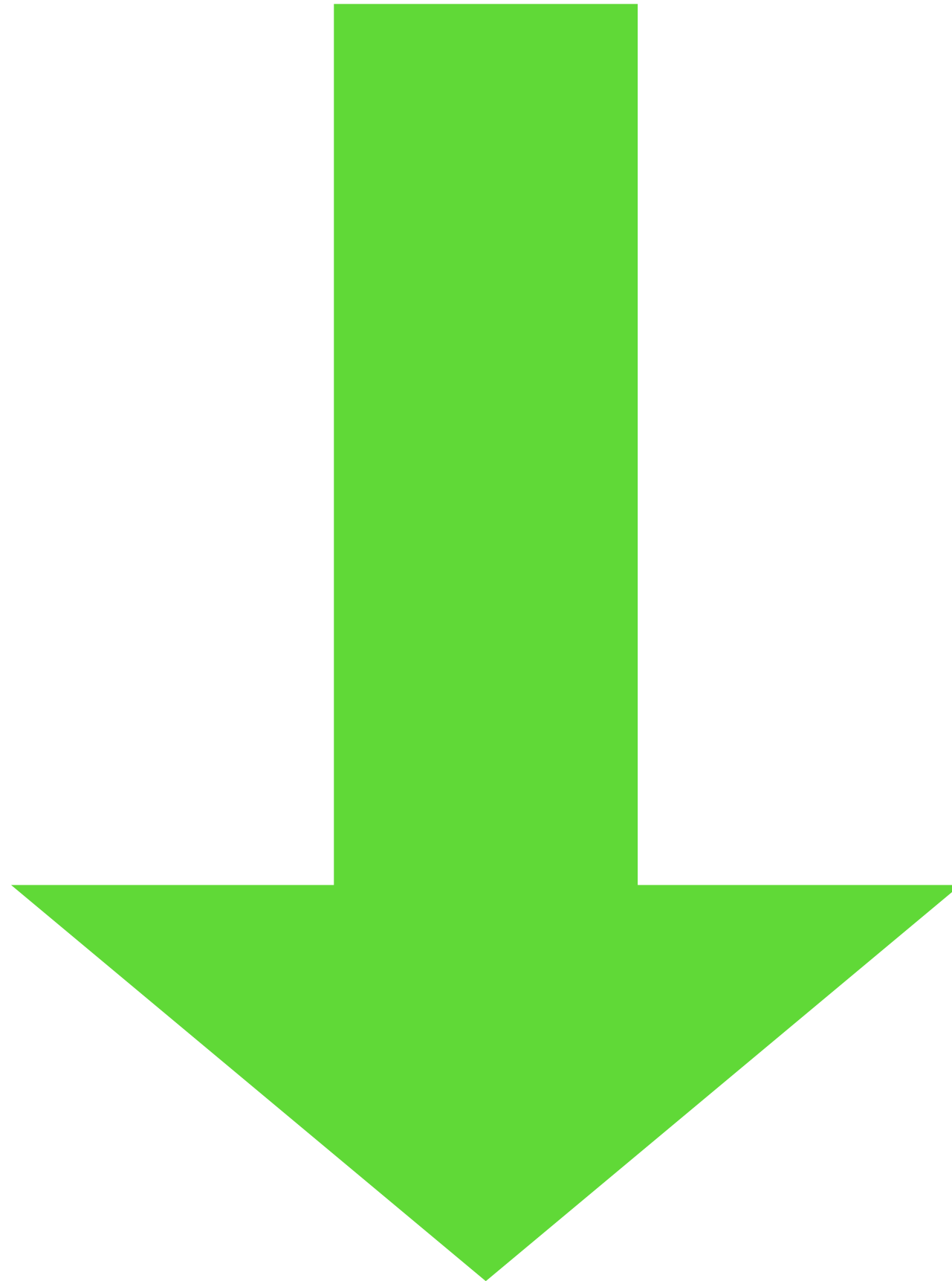
NAME



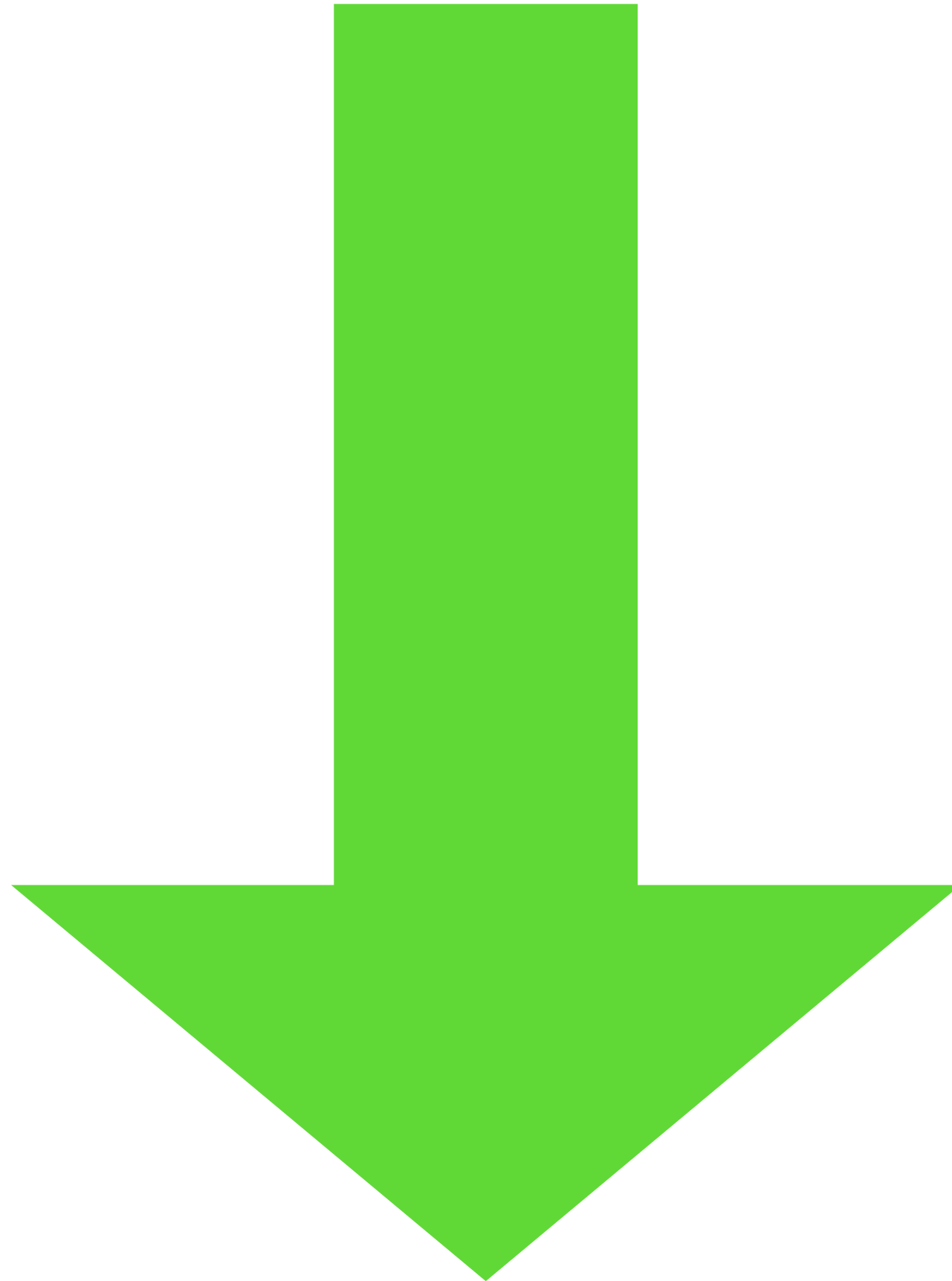
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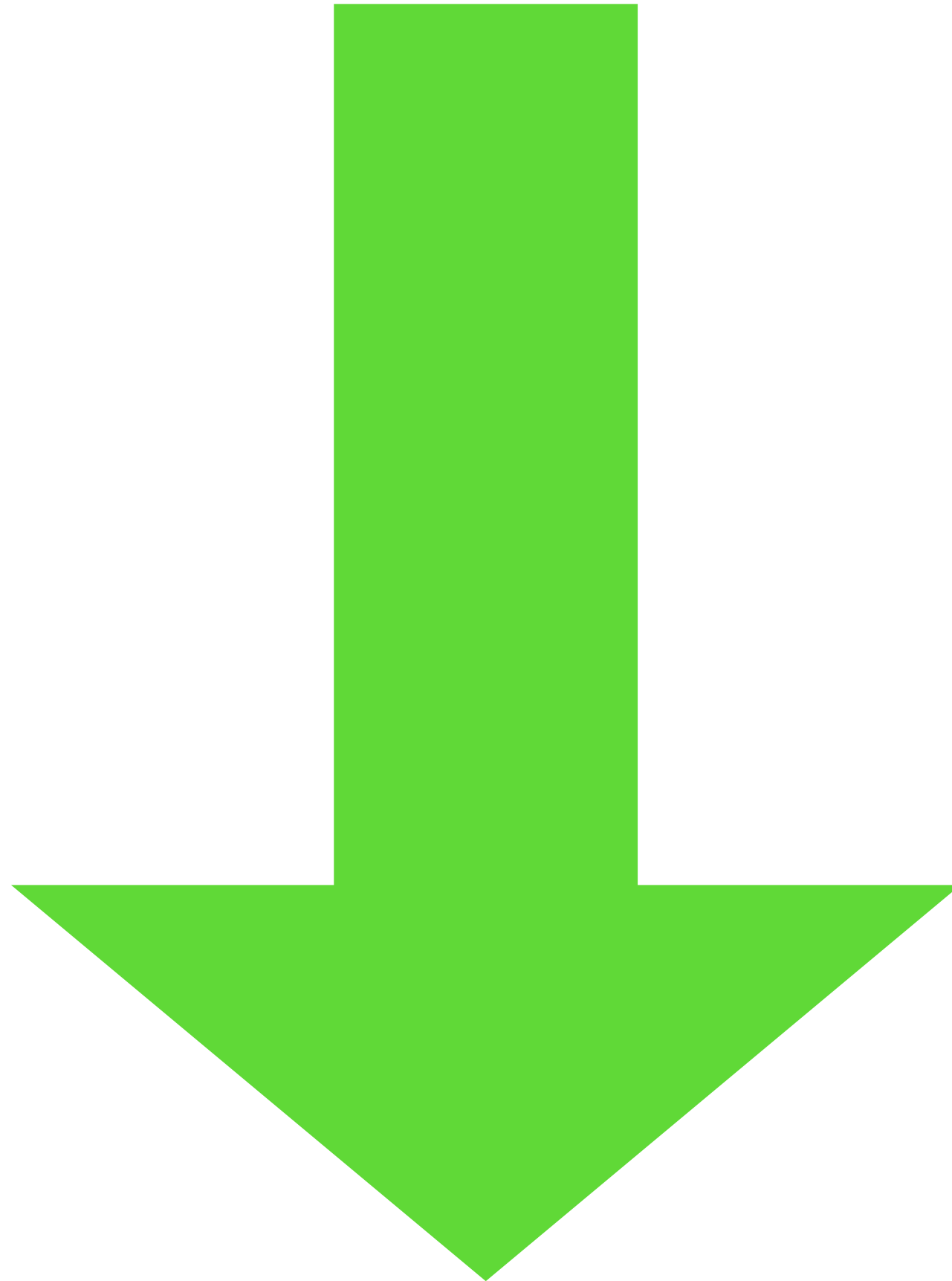
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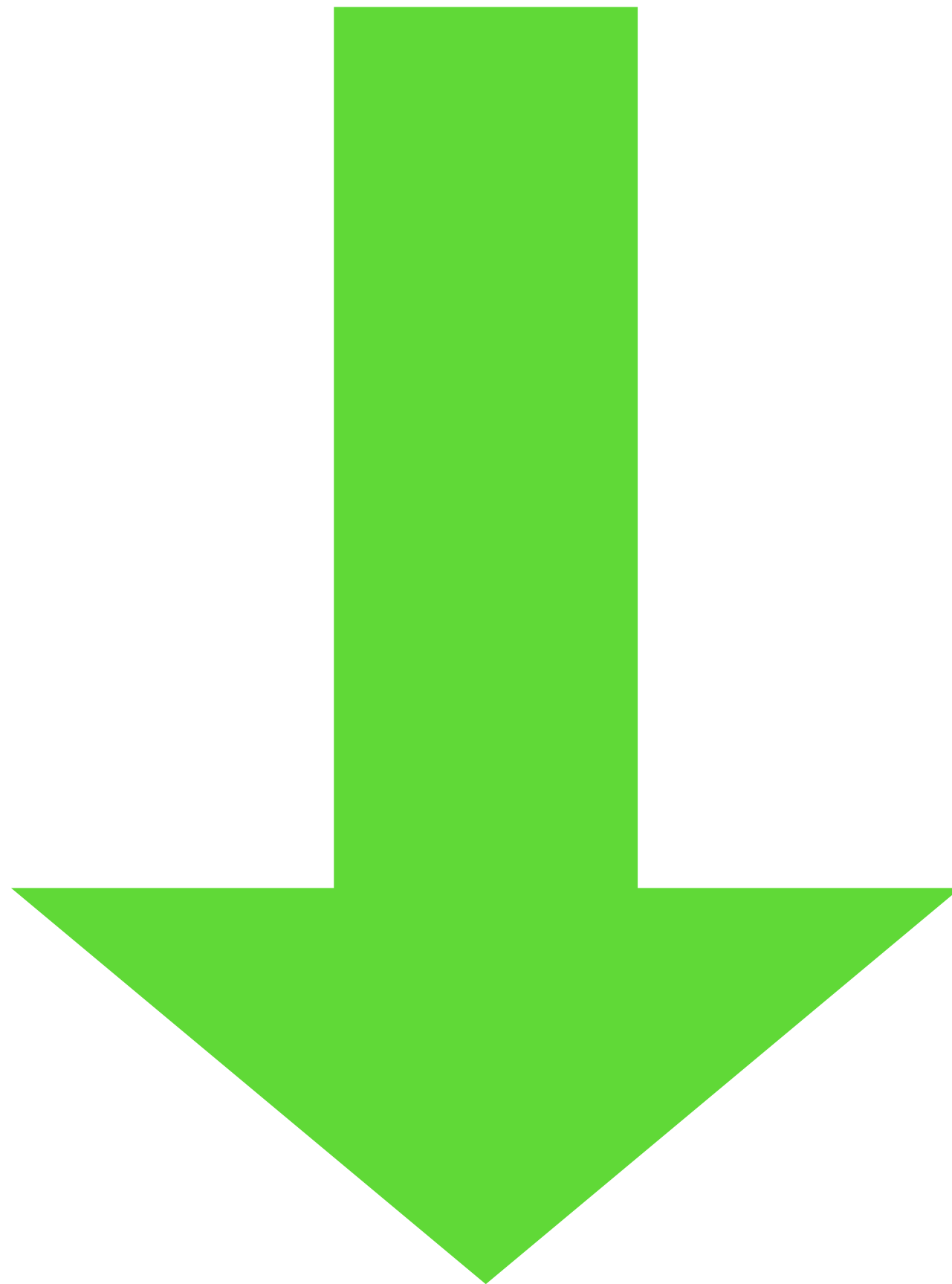
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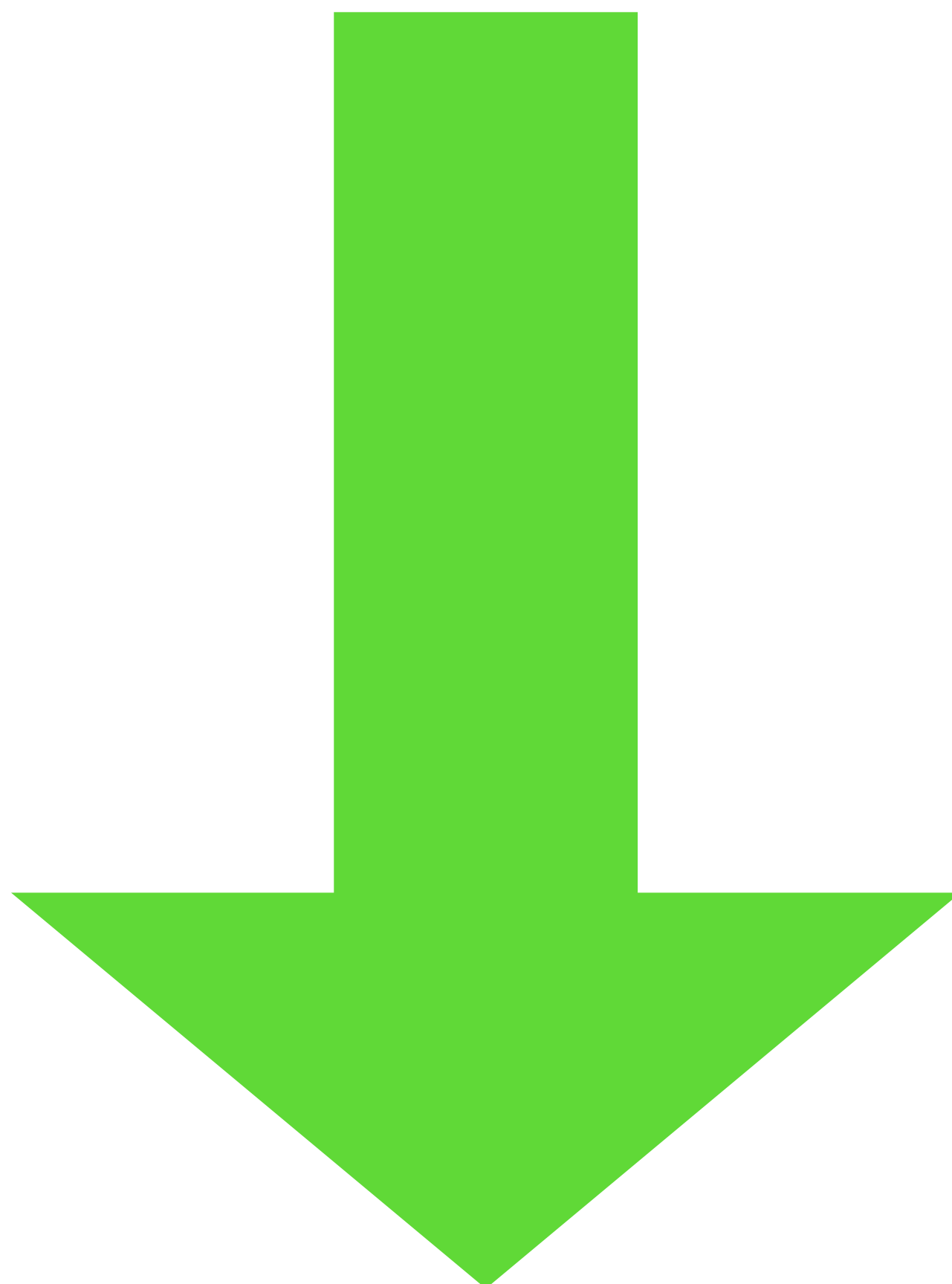
ISSUE - 3



RESISTANCE



SUPPORT



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5-Step Process

3. Set up Map

Client will set up map by placing pieces of paper on floor.

Allow client to stand back after setting up and give them opportunity to change whatever they would like to re-arrange so that they feel comfortable

Setting up the map, sets up the constellation.

It is asking:- “Are you aligned with what is happening in your life/with your goal etc.

There are 3 rounds in the constellation

CLARIFY

ACKNOWLEDGEMENT

RESOLUTION

Example of MAP on floor

SUPPORT



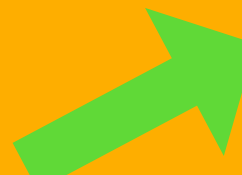
RESISTANCE



ISSUE 3



ISSUE-2



ISSUE 1



NAME



GOAL



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5-Step Process

3. Set up Map

CLARIFY - getting out of the mind

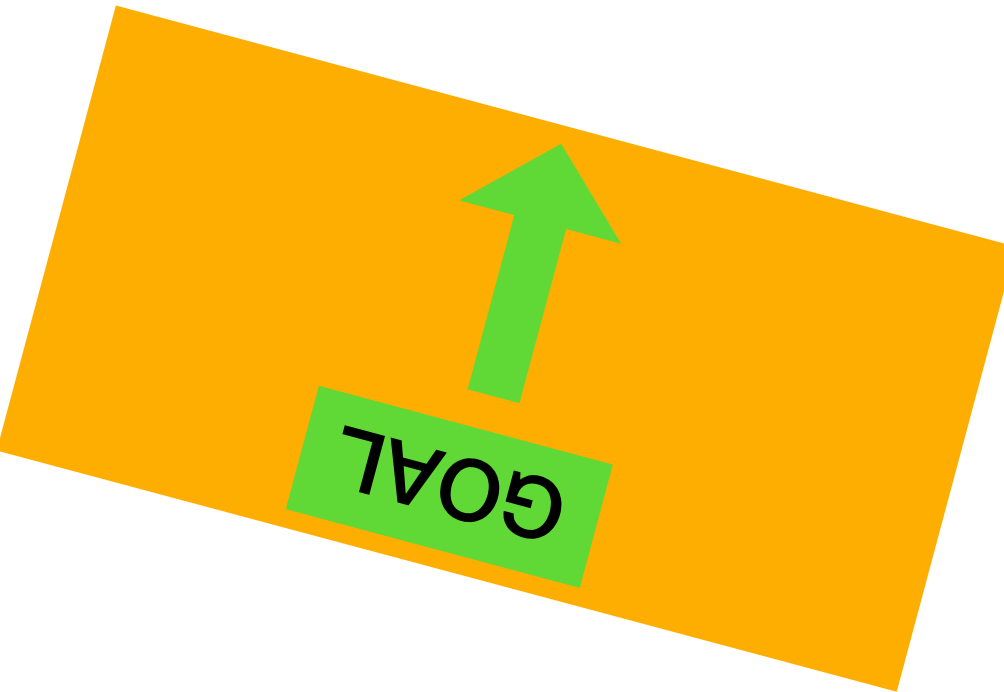
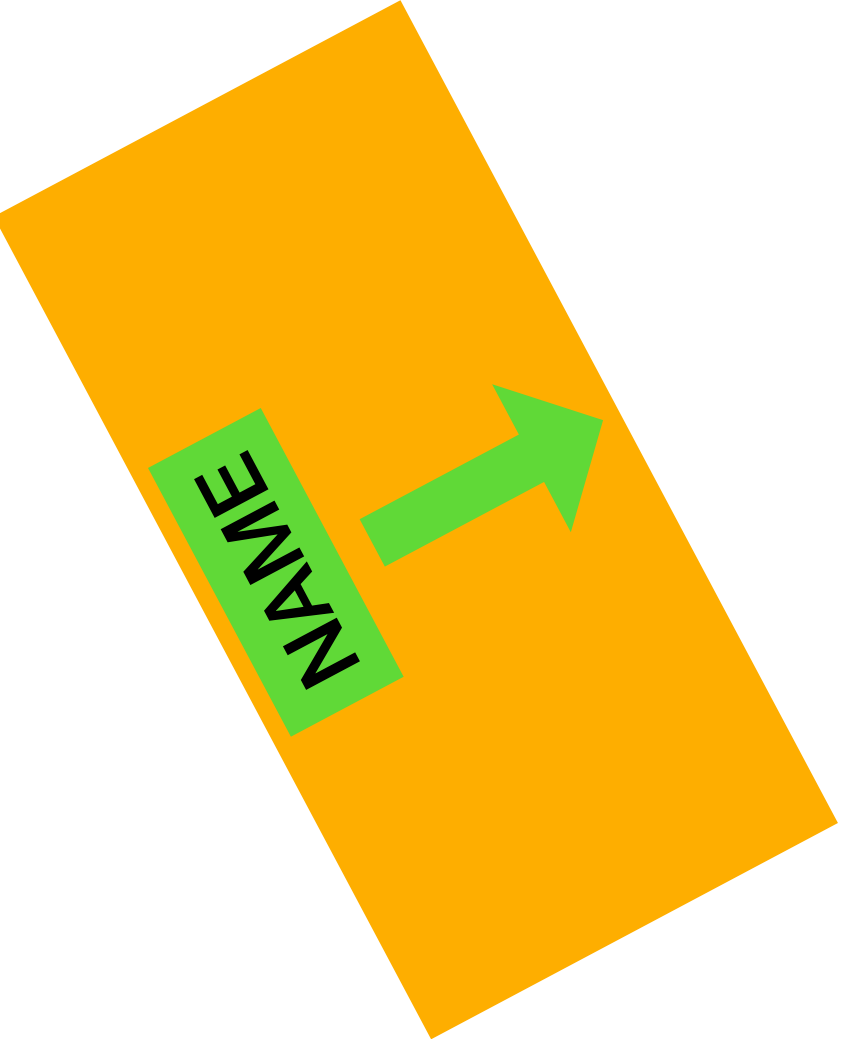
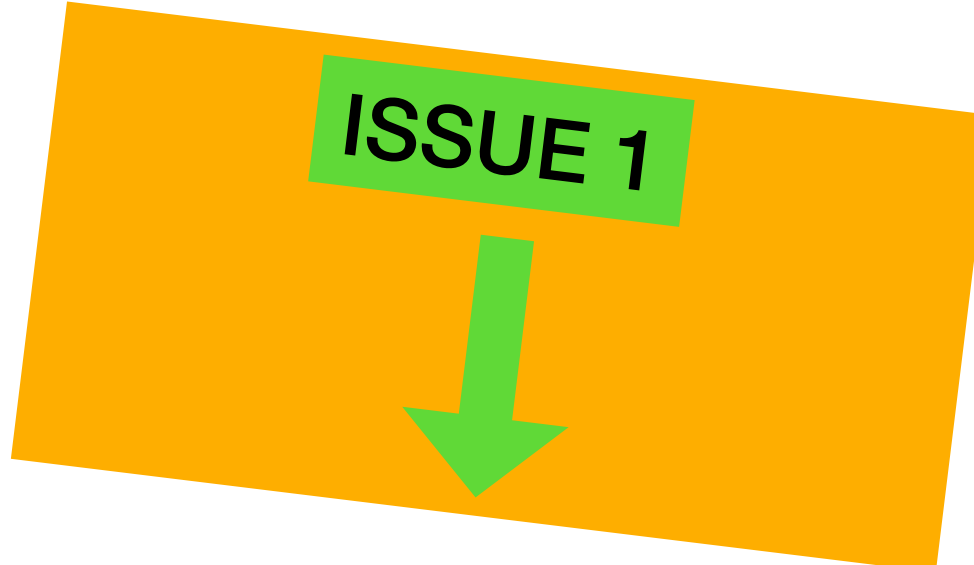
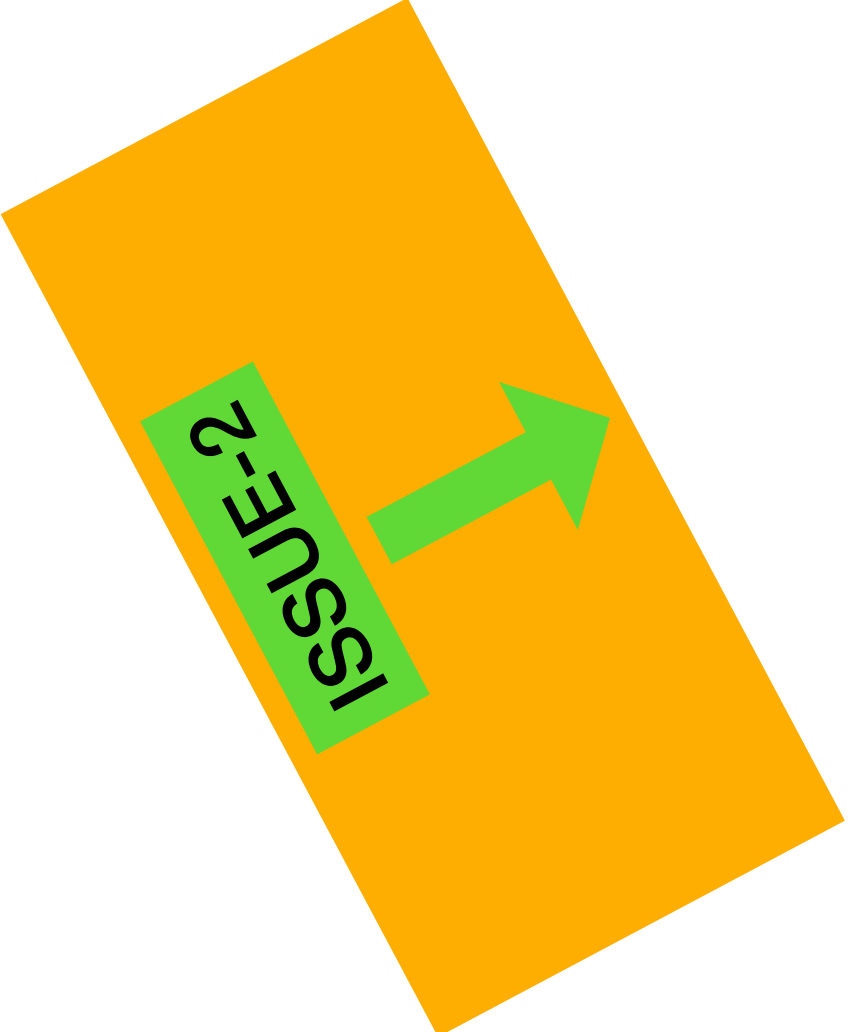
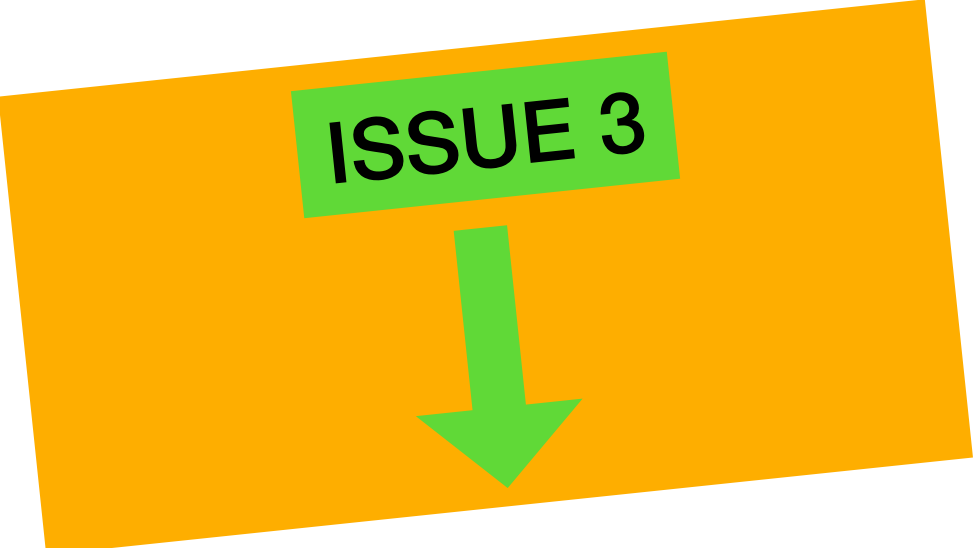
Client stands on NAME and observes each part and sees how he/she feels

Then client stands on each part/piece of paper and sees how he/she feels on each part

Whatever the client says, you agree with. You say “YES”. You can give feedback on what the client says so they hear it themselves e.g. “So, what you are saying is ...”

ACKNOWLEDGEMENT
RESOLUTION

Example of MAP on floor



Example of MAP on floor

SUPPORT



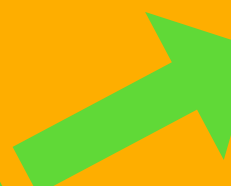
RESISTANCE



ISSUE 3



ISSUE-2



ISSUE 1



Facilitator makes no comments other than “Yes” and create client awareness of each position.

Client always takes position in the direction of the arrow

No papers are to be moved in FIRST



GROUND

What does the client see from this perspective?
What happens in the client’s body from this perspective?
Any other observations/awareness?

GOAL

When the client goes into thinking process ask “What are you now aware of in your body?”

Example of MAP on floor

SUPPORT



RESISTANCE



ISSUE 3



ISSUE-2



ISSUE-1



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NAME

ROUND



What does the client see from this perspective?
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Example of MAP on floor

SUPPORT



RESISTANCE



ISSUE 3



ISSUE-2



ISSUE 1



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Example of MAP on floor

SUPPORT



RESISTANCE



ISSUE 3



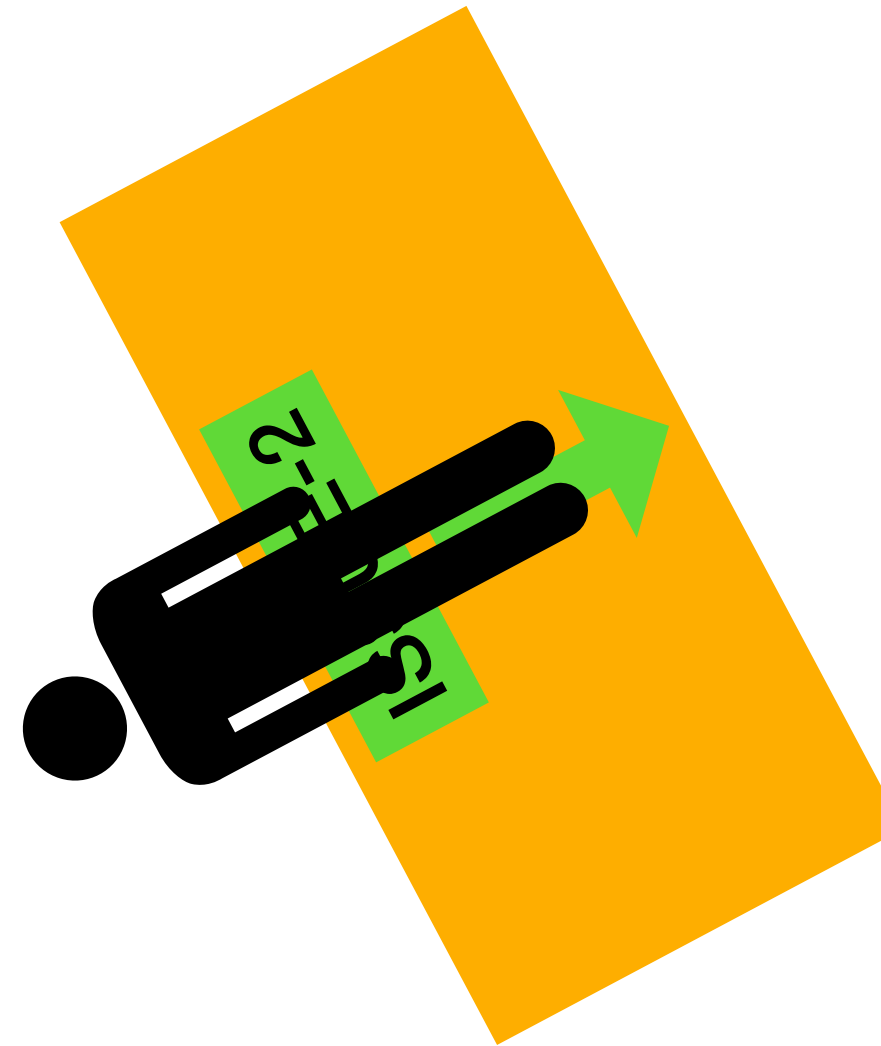
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ROUND



ISSUE 1



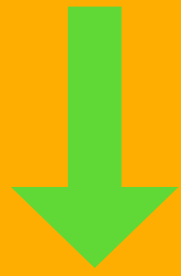
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Example of MAP on floor

SUPPORT



RESISTANCE



ISSUE 3



ISSUE-2



ISSUE 1



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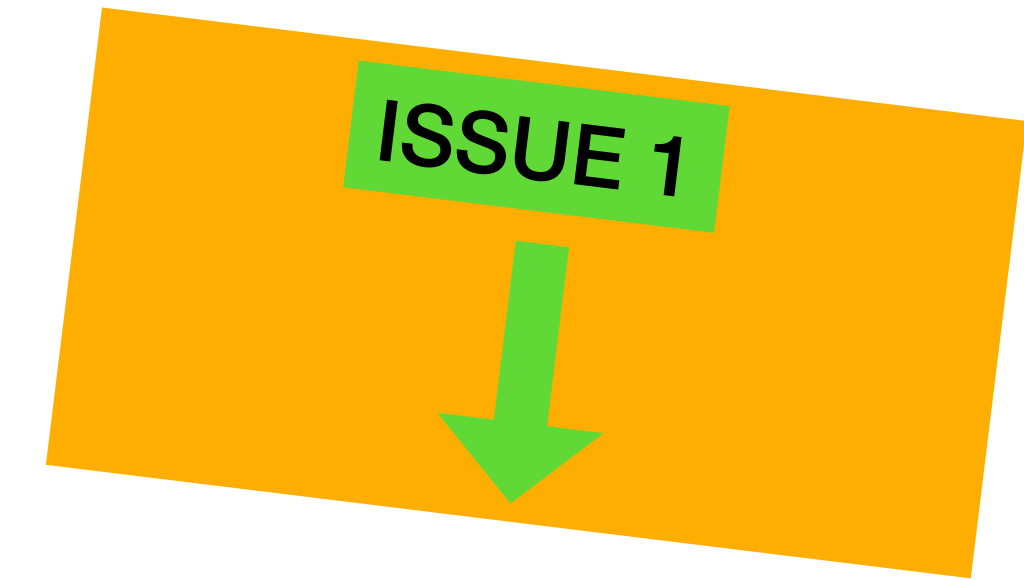
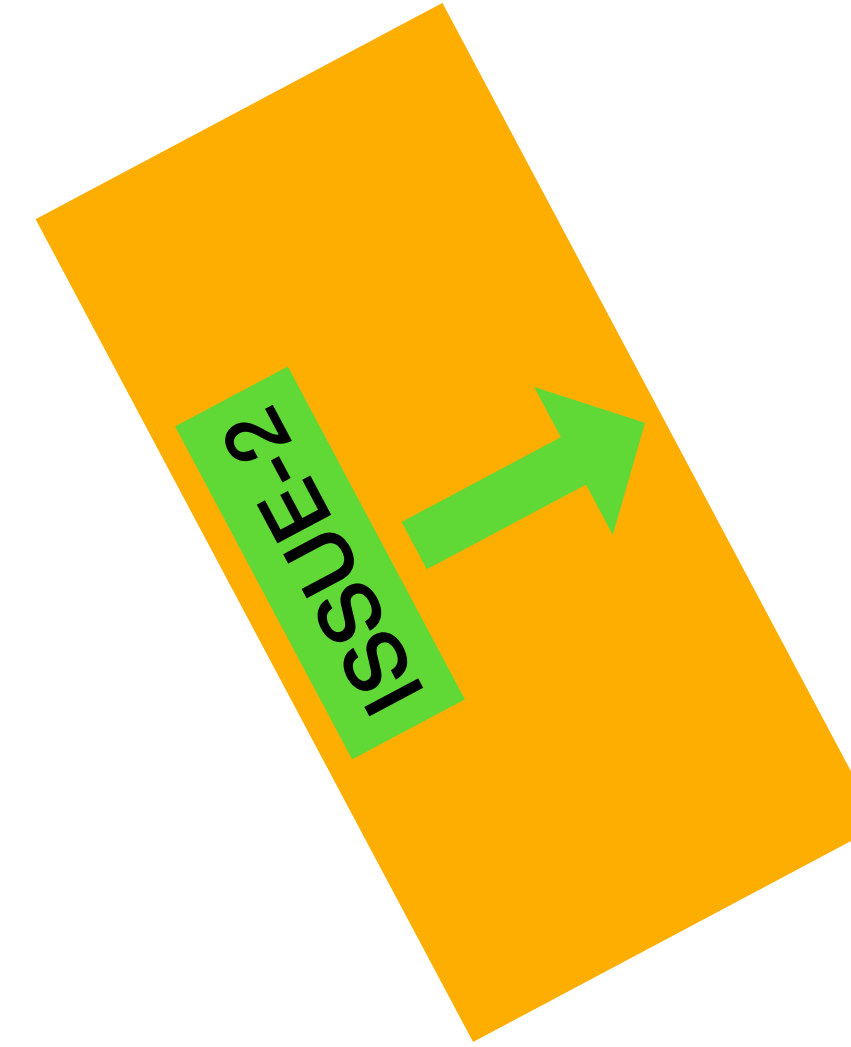
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Example of MAP on floor

SUPPORT



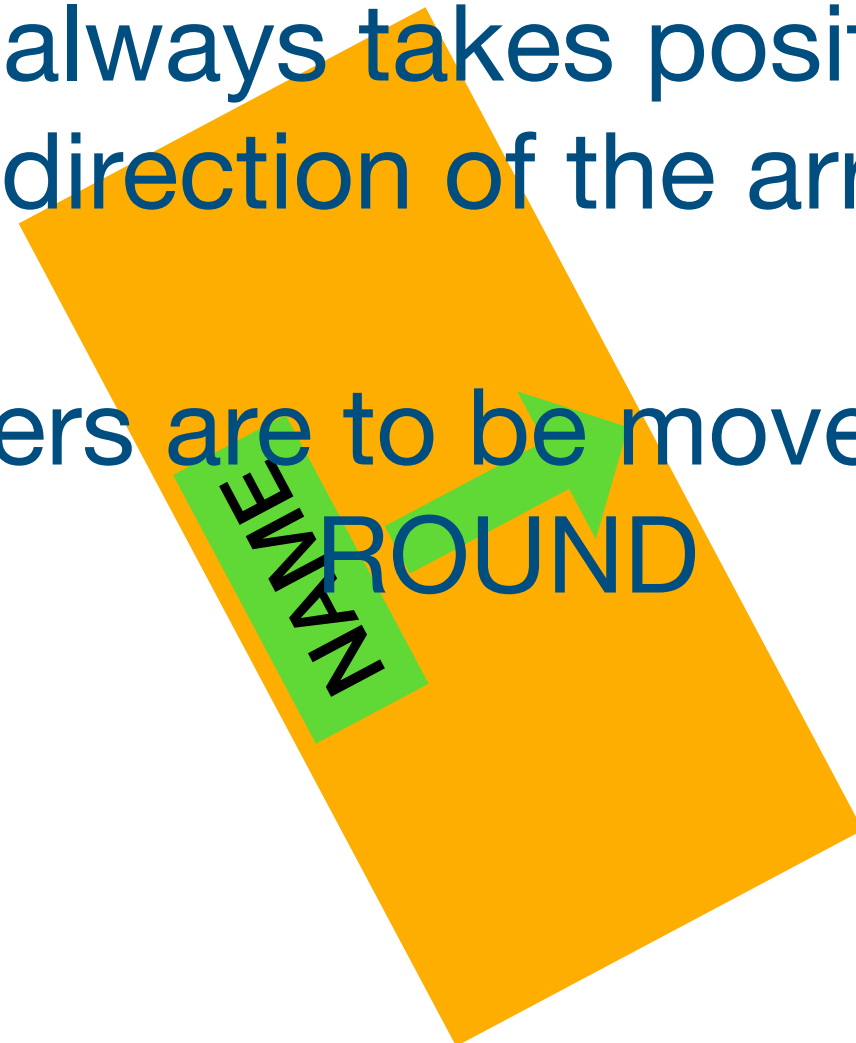
RESISTANCE



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Example of MAP on floor

SUPPORT



RESISTANCE



ISSUE 3



ISSUE-2



ISSUE 1



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Example of MAP on floor

SUPPORT



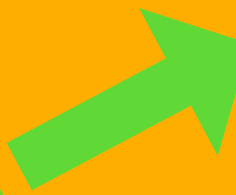
RESISTANCE



ISSUE 3



ISSUE-2



ISSUE 1



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NAME

ROUND

What does the client see from this perspective?
What happens in the client's body from this perspective?
Any other observations/awareness?

When the client goes into thinking, please ask “What are you now aware of in your body?”



Example of MAP on floor

SUPPORT



RESISTANCE



ISSUE 3



ISSUE-2



ISSUE 1



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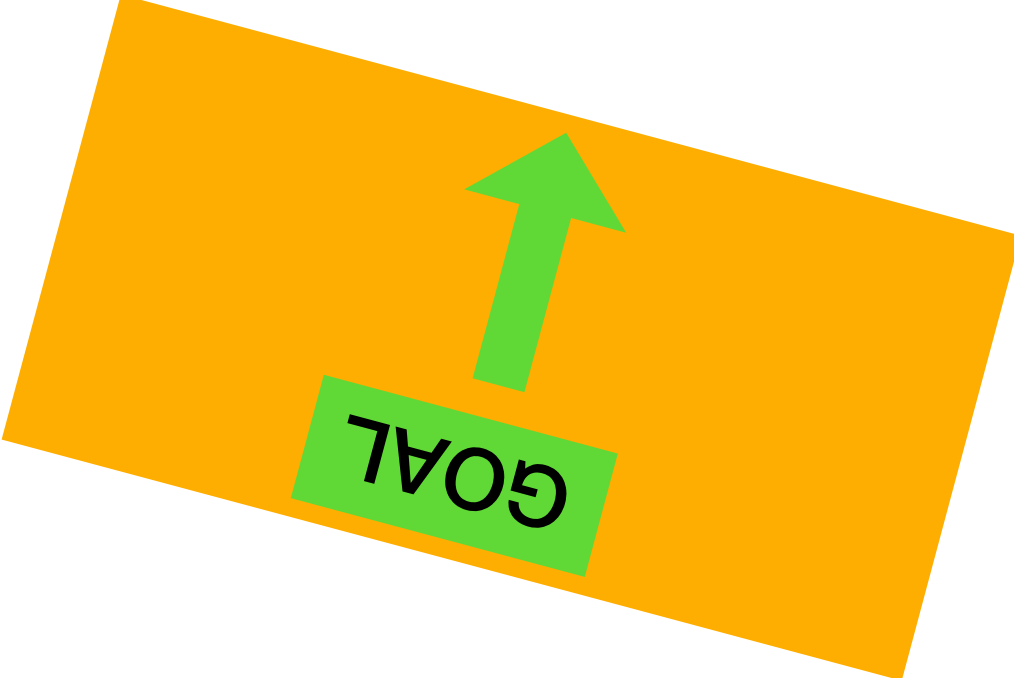
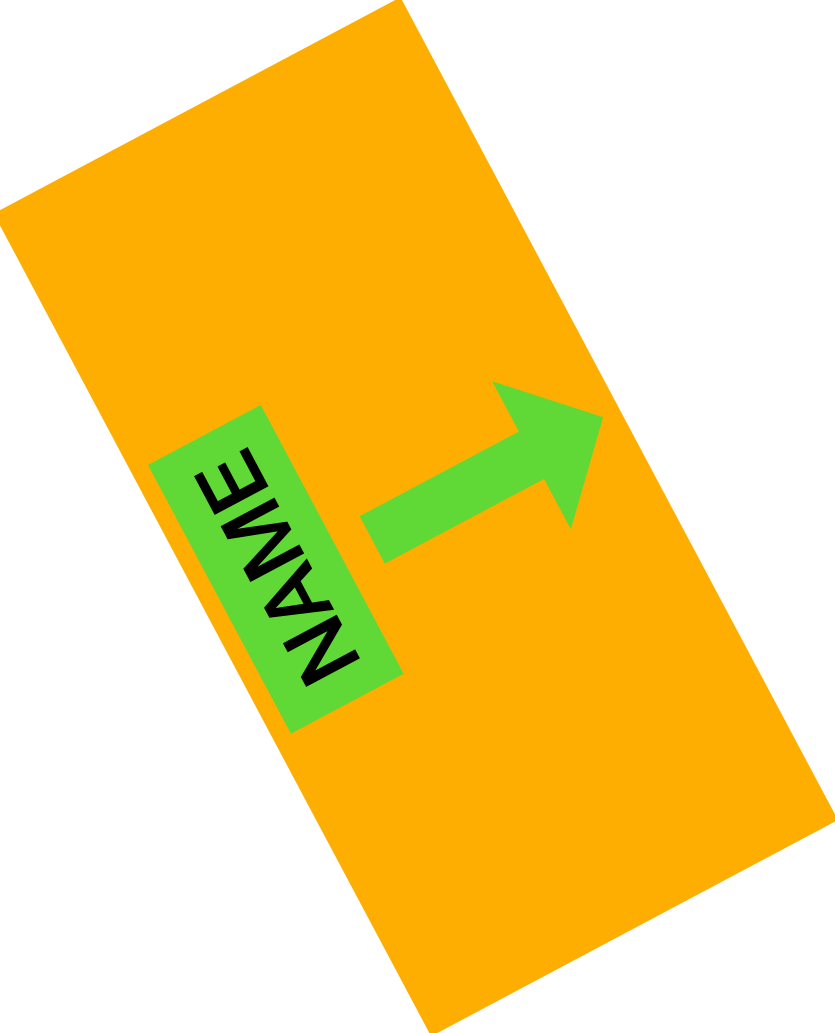
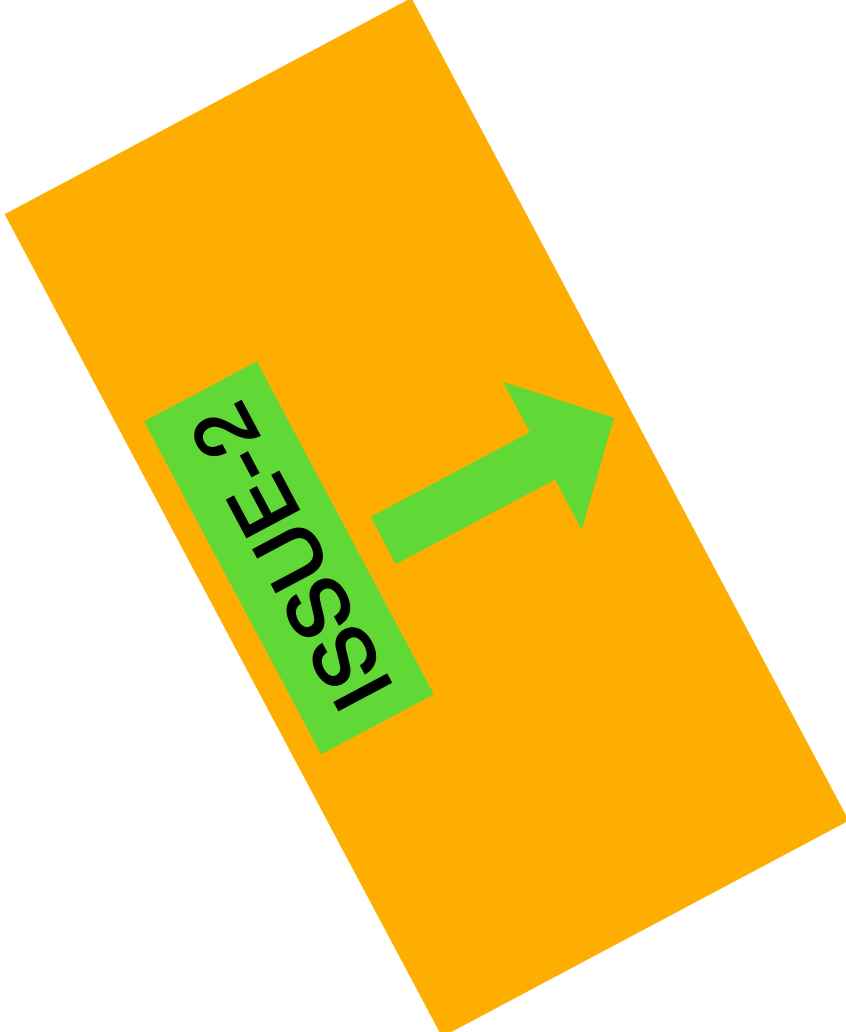
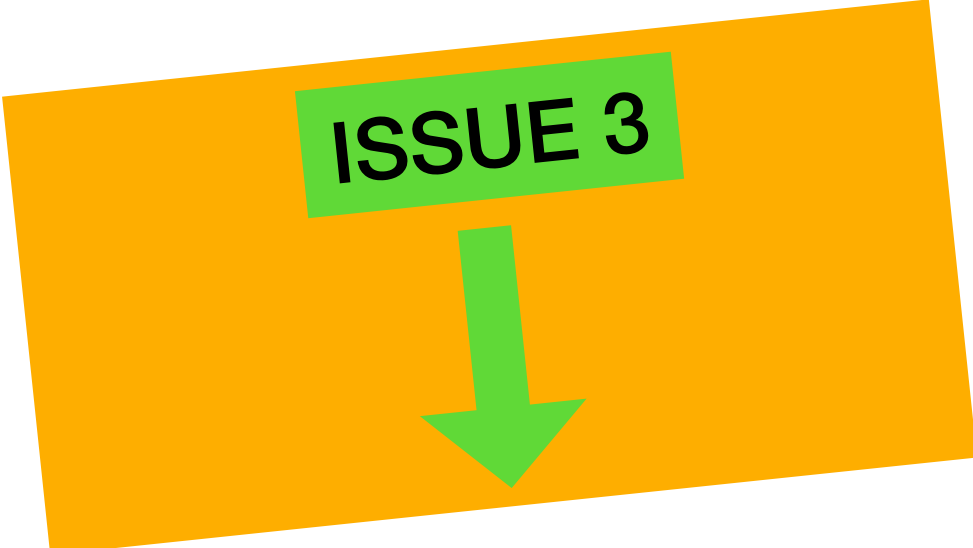
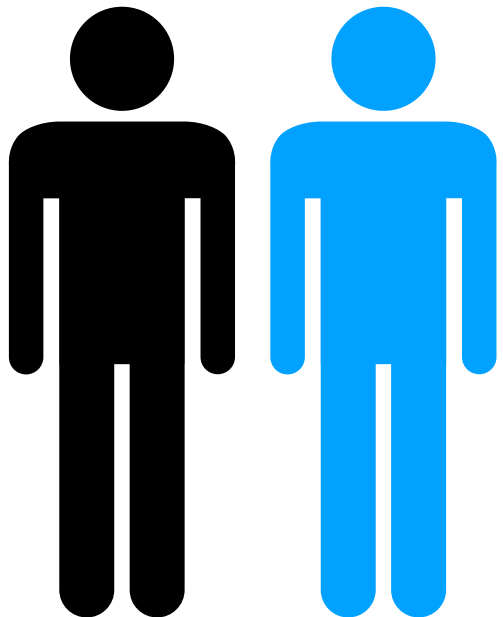
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GOAL



Example of MAP on floor



Review with client on a summary of his/her observations

5-Step Process

3. Set up Map

CLARIFY

ACKNOWLEDGEMENT - Follow the flow in the field:

Again, client will stand on each part in the field

Start doing **ACKNOWLEDGEMENT SENTENCES** - “So, what you are saying is ...”

Ask client

“How is this for you?”

“What has happened in your body?”

Don't ask “How are you feeling? - client will go into headspace

You can repeat back to them what they say/answer they give

Then the facilitator stands on parts - **do not move the parts yet.**

When the facilitator is on a part/piece of paper - do not speak to client.

Facilitator must step off the part before speaking to the client.

(Can only be done when facilitator is in the same room)

RESOLUTION

Example of MAP on floor > Round 2

SUPPORT



RESISTANCE



ISSUE 3



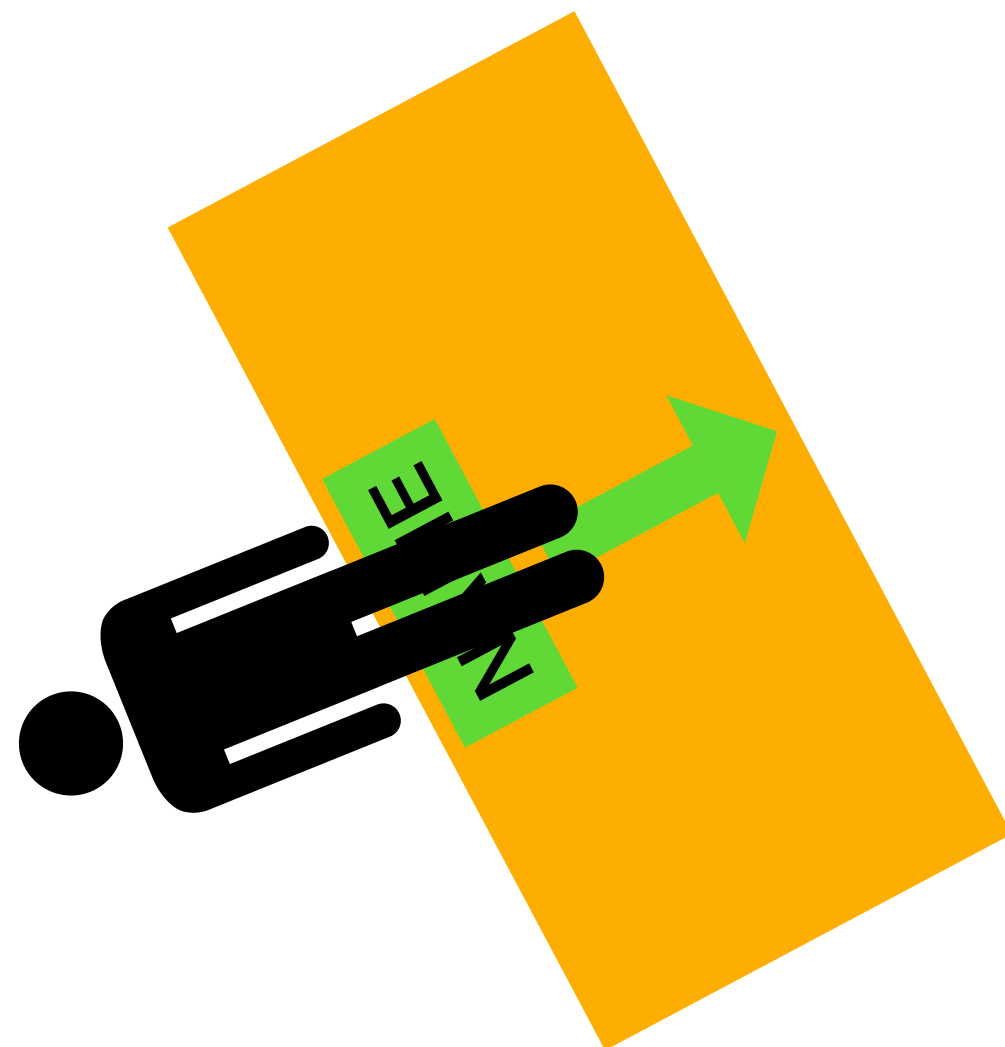
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ISSUE 1



Introduce **ACKNOWLEDGEMENT SENTENCES**

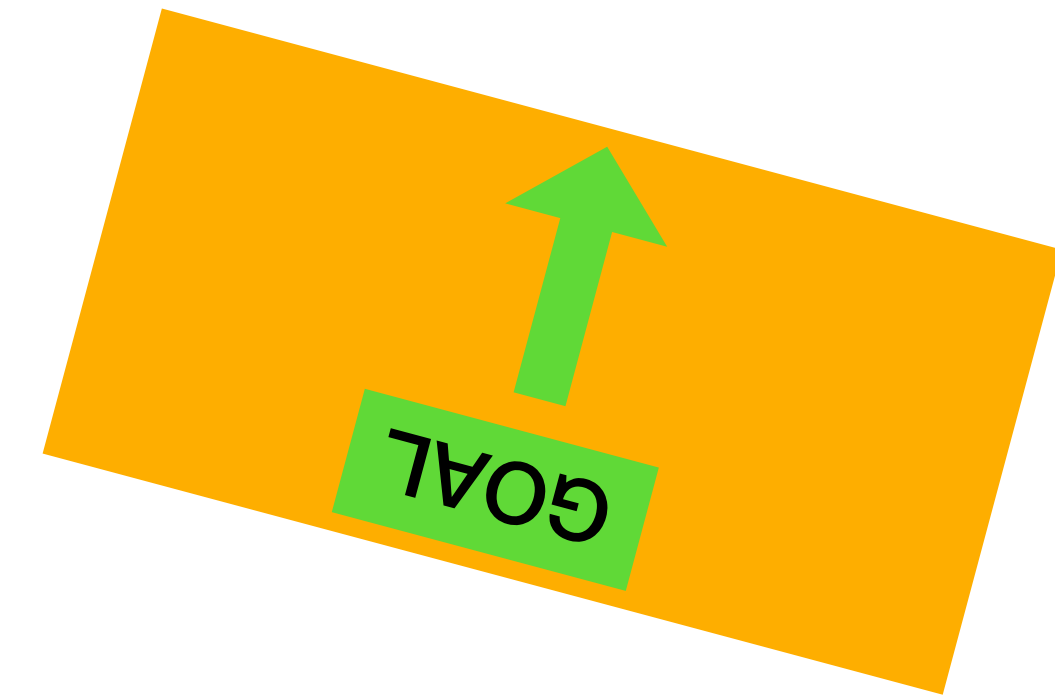
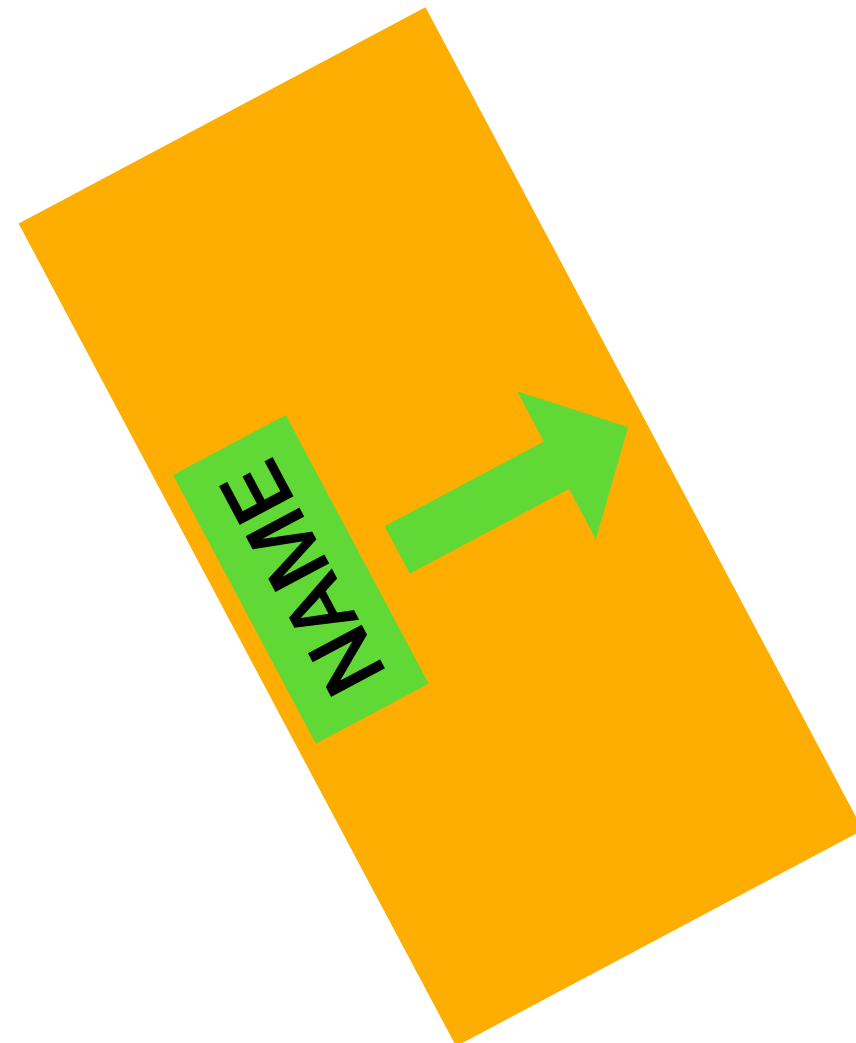
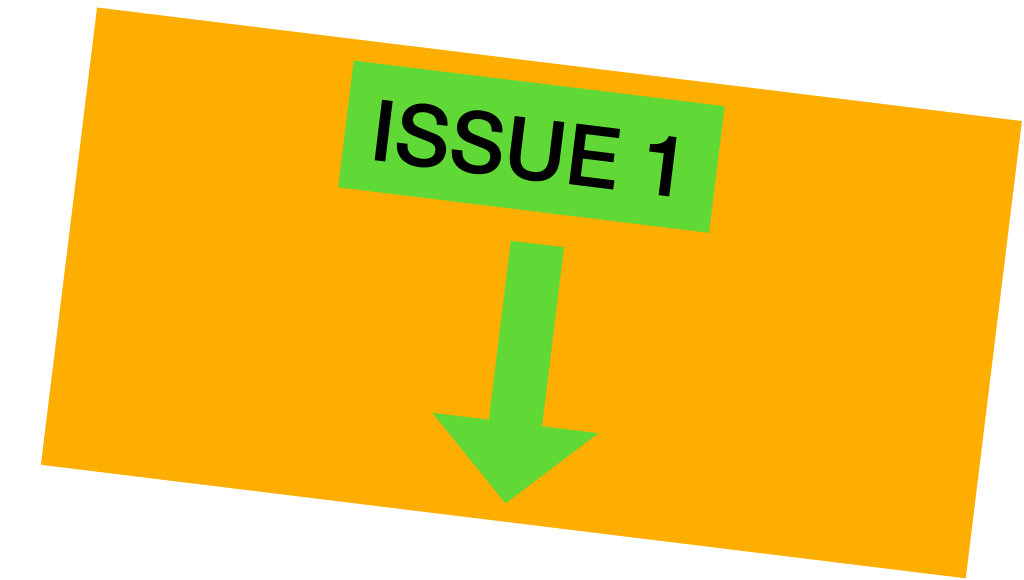
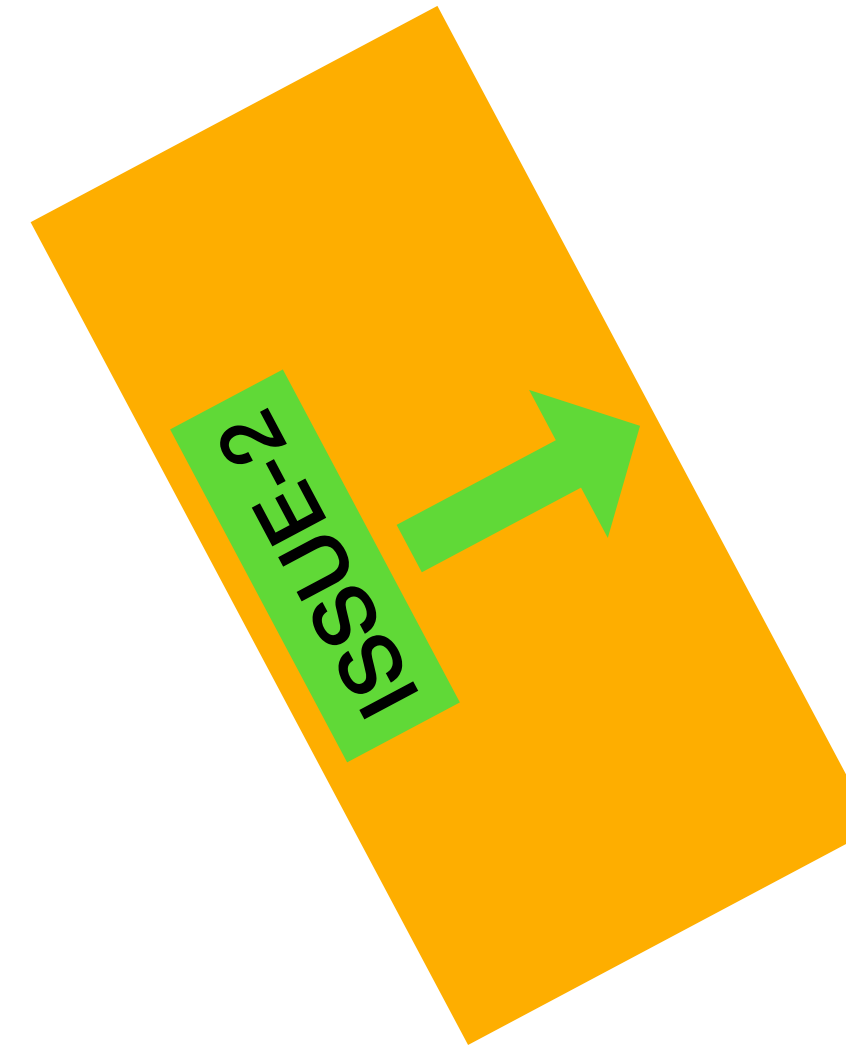
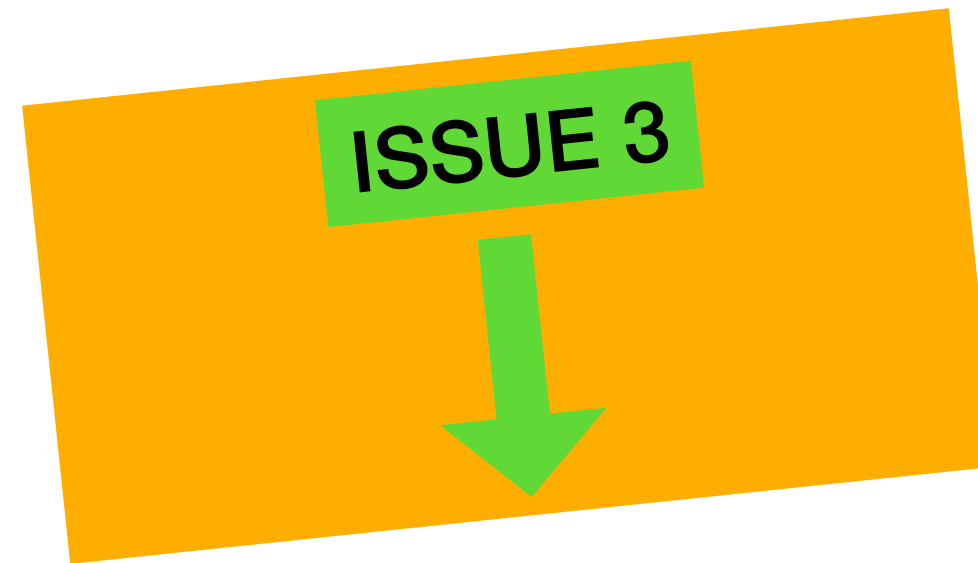
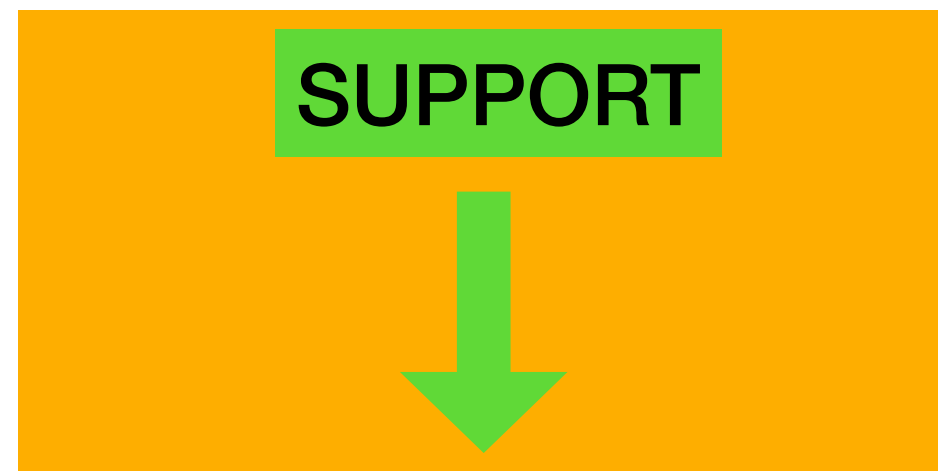
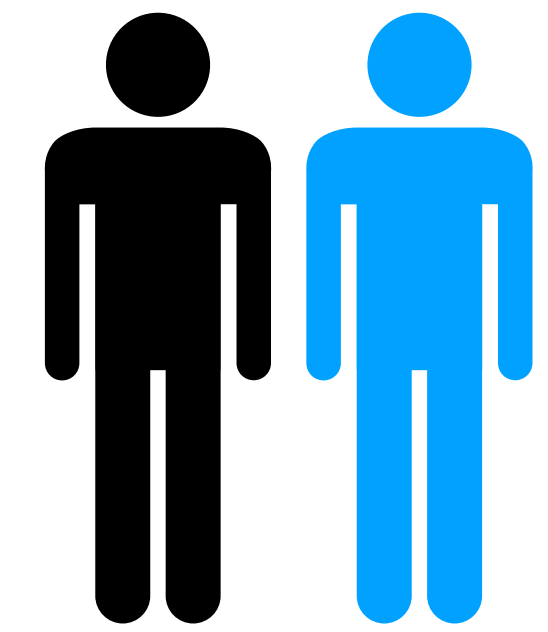


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What happens in the client's body from this perspective?
Any other observations/awareness?

GOAL

When the client goes into thinking process ask "What are you now aware of in your body?"

Example of MAP on floor



Review with client on a summary of his/her observations

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5-Step Process

4. Resolution

Facilitator moves pieces of paper for the client. If the client prefers or insist on moving the paper themselves, then facilitator should allow this - it makes them feel safe.

Facilitator then can step on the papers. Step off before speaking to client.

Facilitator can ask client:- “ How is this for you if I move xx piece of paper to dd?”

Once the client feels equal on all parts, the we create a new EQUILIBRIUM. This is our goal as facilitator for the client to reach a place where the client feels in equilibrium on each piece of paper

Example of MAP on floor > Round 3

SUPPORT



RESISTANCE



ISSUE 3



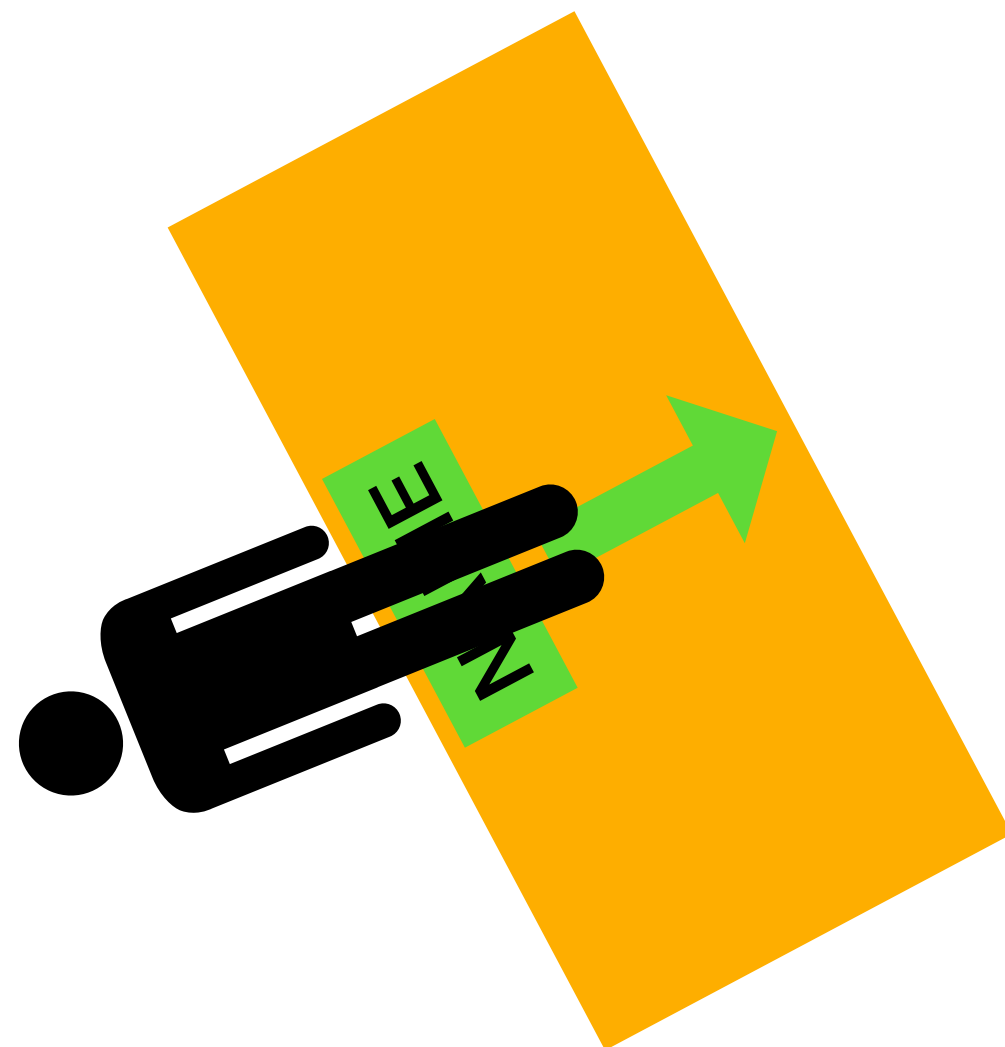
ISSUE-2



ISSUE 1



Move and find NEW positions of Papers

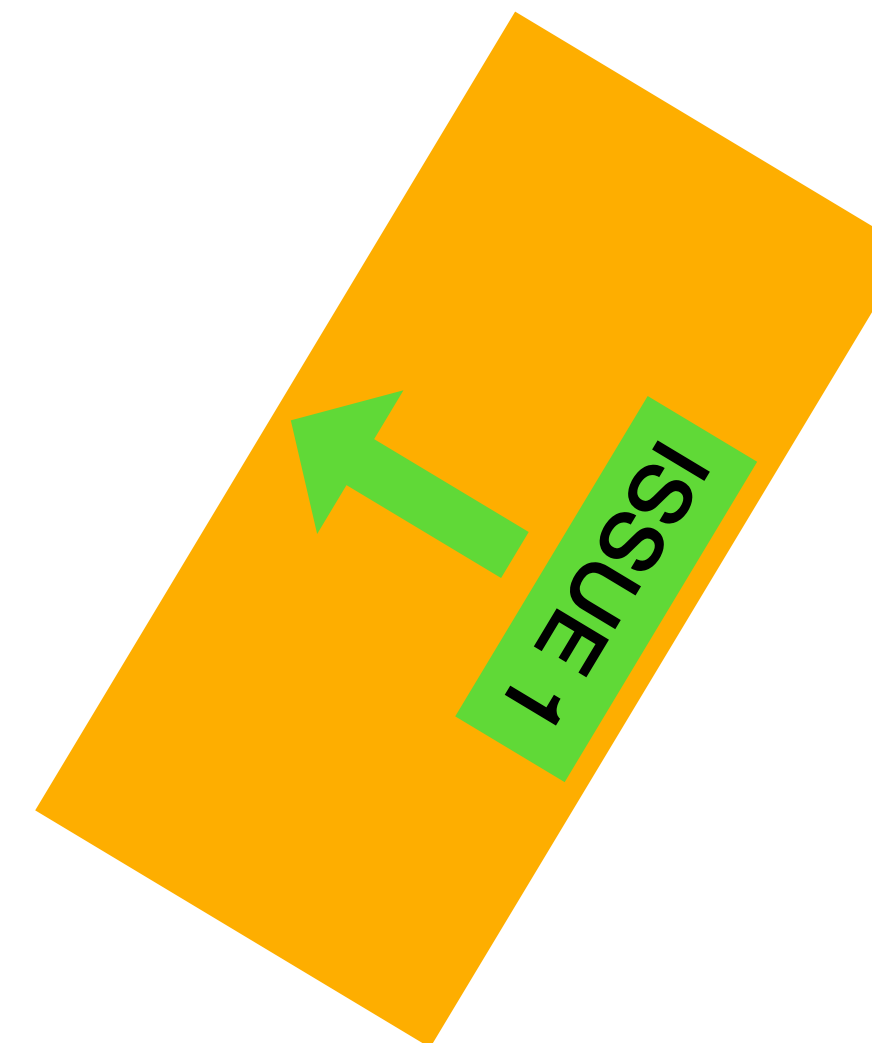
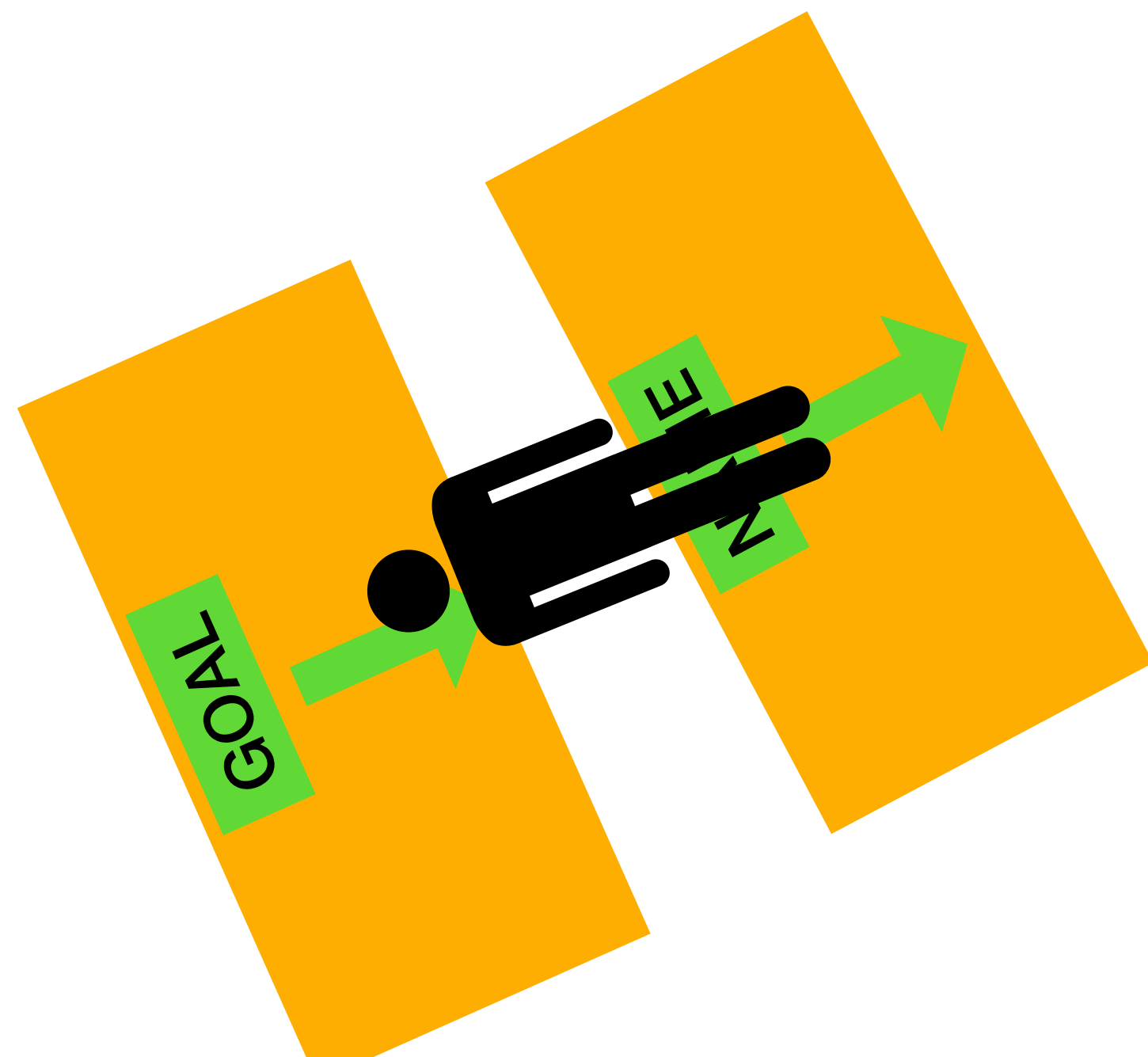
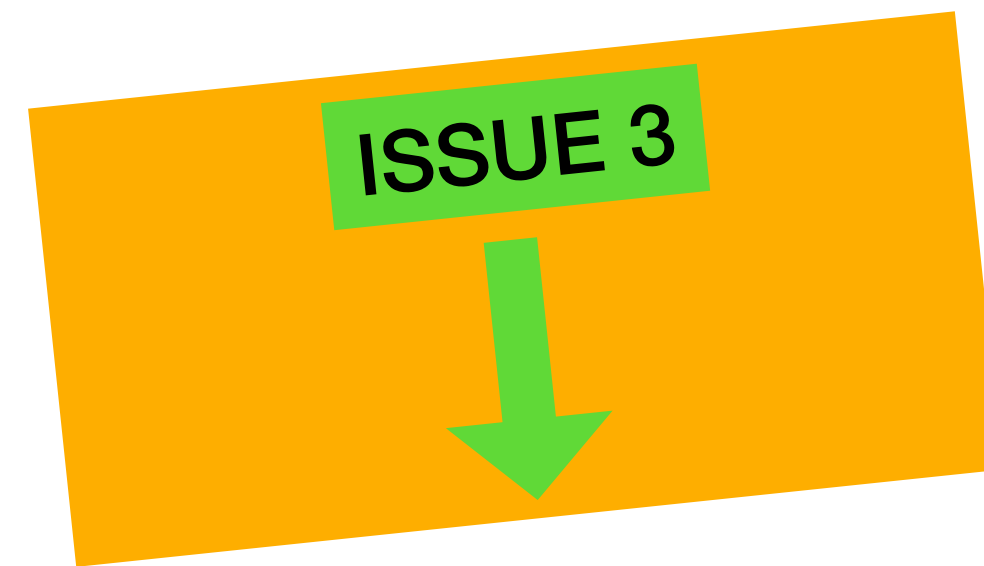
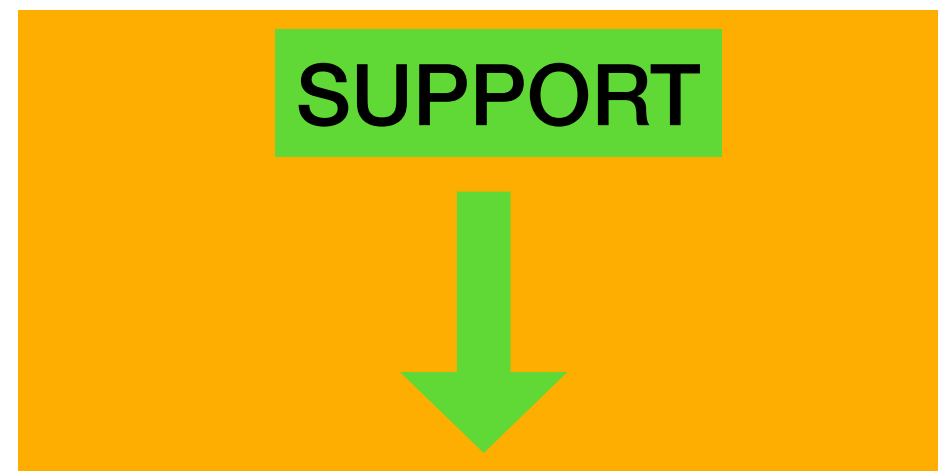


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GOAL

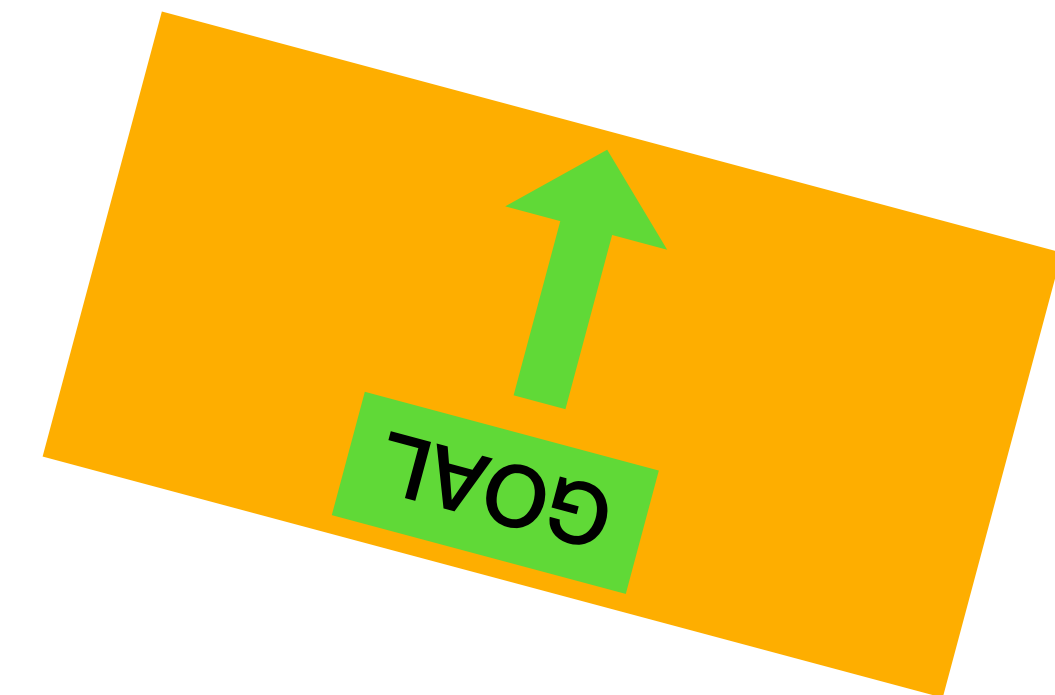
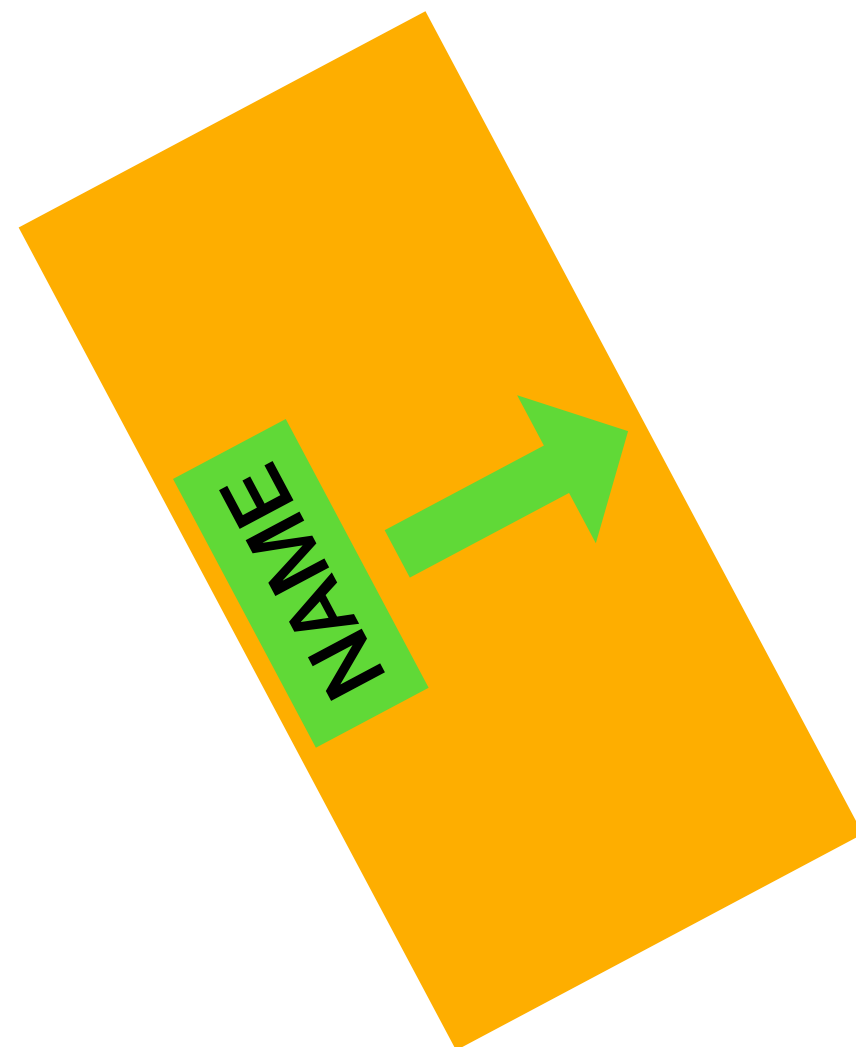
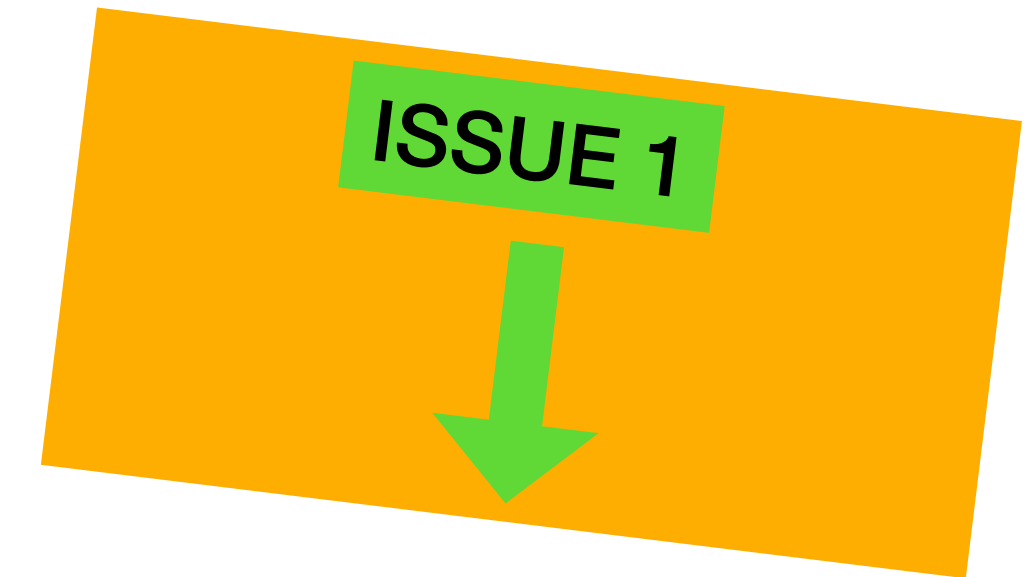
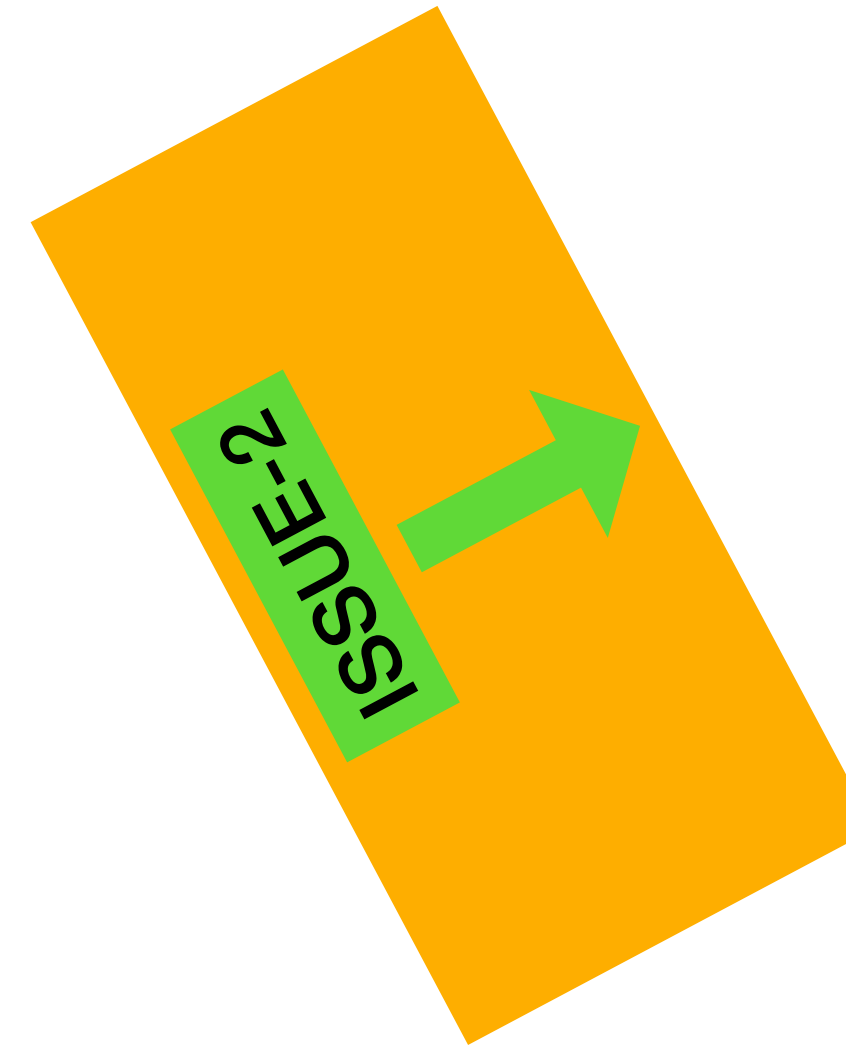
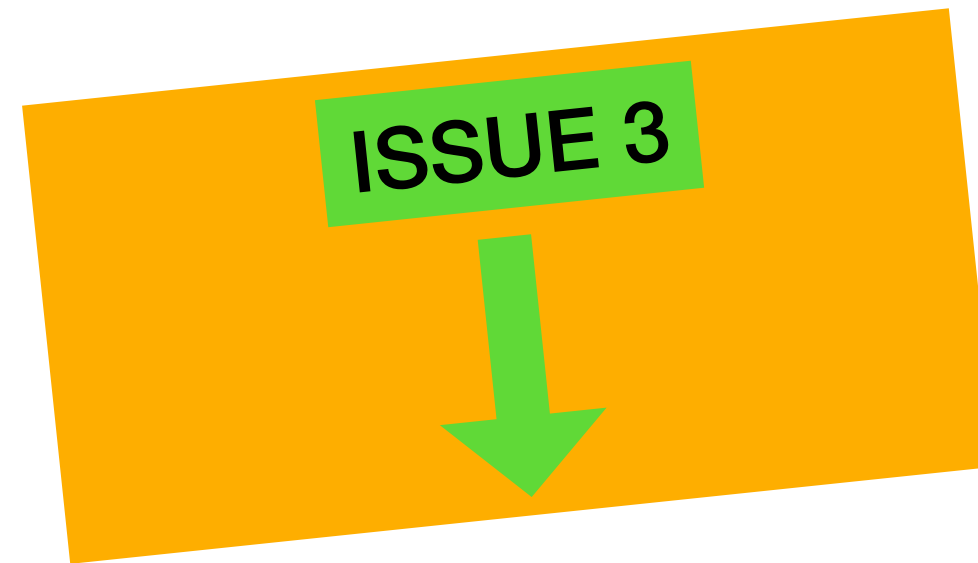
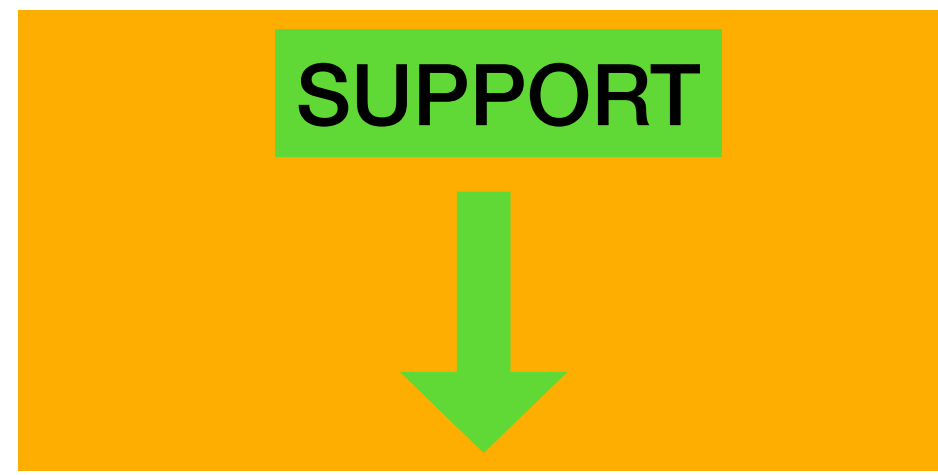
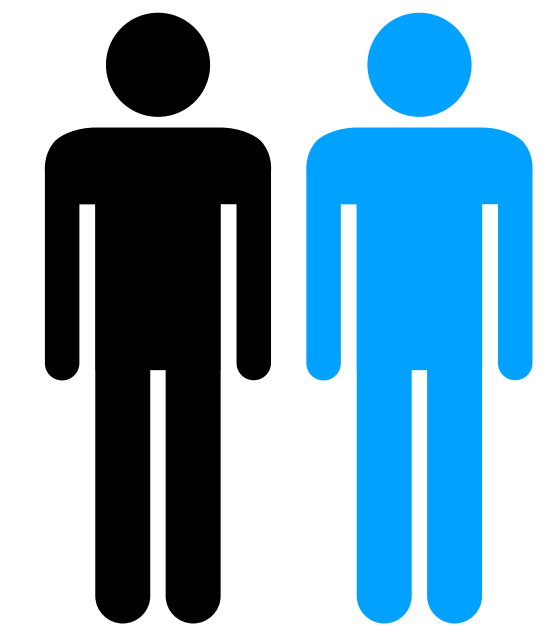
Example of MAP on floor > Round 3



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When the client goes into thinking process ask "What are you now aware of in your body?"

Example of MAP on floor



Review with client on a summary of his/her observations

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5-Step Process

5. Debrief

Finish up by asking the client to step off paper and come and sit down again.

Ask client “What have you learnt from this EXERCISE/EXPERIENCE?”

Client should be sitting in the chair at this state and can look at the map before him/her.

Note changes, how he/she felt and main learning.

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5-Step Process

1. Interview

2. Choose elements in the interview

3. Set up Map

4. Resolution

5. Debrief

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Development

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Systemic Constellations

Benefits of SYSTEMIC Business Related CONSTELLATIONS
In an Individual Setting

3D EXPERIENCE as advantage
Signposts (on floor) - Mapping
It is
Visual
Kinaesthetic
Auditory

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SYSTEMIC Business Related CONSTELLATIONS
In an Individual Setting

Interview

Choosing elements

Placing the elements - setting out the spacial map

Observing what is shown - Exploration

Following the flow of the field

Creating a new equilibrium - move towards a better mapping

Finishing up

The summary of the matter in one sentence

What is your concern about the constellation?

Which question should have been answered after the constellation?

What should happen that it will be a successful job for you?

Try to summarise the issue in a sentence or two.

What would be a good result for you?

What would be a good result for you?



I look forward to
seeing you in the next
session.