

SYSTEMIC ORGANISATIONAL PRACTITIONER TRAINING

'The interconnectedness of our life can not be grasped with analytical thinking alone.'

Johannes B. Schmidt

INTRODUCTION

Systemic methods of working with clients are a developing field in Europe and South America. In Australia, we are at a cultural crossroads. Our European culture of individualism is meeting a more Asian/Oceanic collective culture, both here and overseas.

The purpose of this training course is to introduce you to a more Systemic way of thinking, being and intervening with your clients, your staff, your students, your environment and yourself. The approach is embodied and intuitive while still grounded in thinking.

With the basic goal of "How do we unlock the knowledge that is hidden in the System so the way forward becomes more obvious?"

This work is solution orientated.

12-Day Training Course – presented in 4 sessions

INTENTION OF THE PROGRAM

This introduction to Systemic thinking and Constellation/Configuration work will help you connect with your clients, their systems and you own situation in a new and more expansive way. (*Note: I use the word 'Configuration' to lead people away from thinking this work is about astrology. The word 'Constellation' is a metaphor for the work, but one that has taken firm root.*) It will enable you to use more Systemic interventions with your clients, help you manage your organisation with more awareness of its multiple dimensions, and have an effect on your own personal life and career as well. You will see your world in a new light. Through sensing and developing your own inner navigation, you will be a more aware, effective and safer practitioner, regardless of what you do.

At the end of the course, you will have new tools and methods to help others unlock the tacit knowledge in their systems, and move towards solutions that are more effective. As you weave this training into your management, teaching, consulting or coaching style those around you will notice a subtle difference in you.

An emphasis on diagnosis and too much information often weighs us down. Systemic Constellation methods speed the process of gathering the critical information and moving forward.

The core methodology of this training is the Systemic Constellation, based on the ability of representatives to perceive the energy and relationships of a system for which, in many situations, they have no prior knowledge.

Groups of people can explore ideas and hypothesis, e.g., 'what if we moved the factory?' As such, the spatial awareness, the 'shape' of the system represented is very powerful. Often very quickly we can see that a system is confusing and the client, either an individual or a group, says 'yes, this is what its like'. This method is useful for professional fields such as, consulting and coaching, mediation, management, therapy and supervision, as well as to promote creative processes like brand development.

TARGET GROUP

Professionals who feel concerned about human relations in their daily life; Consultants, Coaches, Managers, Leaders, Teachers, Academics; quite a wide range of people. It is also applicable to anyone who wants to take a systemic view, so this work is also applicable to fields such as environmental, town planning and community issues and more.

The ideal group size will range from 12 – 16 people, so we can work sometimes in smaller groups while not being too diffuse in the large group. Previous knowledge is not necessary for attendance. However experience with working with clients or leadership or teaching is advantageous. The program will lead you to self-reflection and will be quite emotional at times.

THE DERIVATION OF THIS SYSTEMIC APPROACH

The Systemic Constellation/Configuration approach that is at the core of this training comes from two streams. One stream comes from Bert Hellinger and Gunthard Weber and their noticing of what heals family systems. Bert Hellinger performed the first Organisational Constellation on Gunthard Weber's business system thirteen years ago, and then Weber went on to develop further the Organisational Constellation. From a different but connected stream comes the Structural Constellations of Insa Sparrer and Matthias Varga von Kibéd. The streams come together in Systemic thinking and interventions. If we look back and to the side, other influences are Virginia Satir, NLP, Daoism, Buddhism and Phenomenology, amongst others.

SOME THINGS ABOUT ME – David Mathes

I am a Gestalt therapist and organisational consultant. I was born in London, England into a family with a history of business and more recently, community service. I moved to Australia when I was 21 and started a family and now I spend my time between Australia and China, while working in several other countries as well.

I have university degrees in Australia from Adelaide and RMIT in economics, and organizational change and consulting. I am a qualified Gestalt therapist and have also completed studies in marketing and, in the Tavistock tradition, group dynamics. For my Systemic Constellation/Configuration work, I trained with The International Systemic Constellation Association in Germany and the International Organisational Constellation Training Intensive in Mexico amongst other training.

I am a member of the International Systemic Constellation Association and the European Association of Systemic Consultancy. I am a founder of the Counseling and Therapy Association in Victoria.

I contribute to the field of Systemic Constellations; submitting articles for publication, regularly contributing to forums and presenting papers and workshops at the World Congress of Psychotherapy in Beijing, and at conferences in Mexico and Australia.

I regularly hold workshops and events in Australia, New Zealand, Malaysia, Hong Kong, Singapore, Mexico and China. I have facilitated dozens of workshops dealing with family and business cases for several hundred people. Recently my work and interest has moved to teaching Leadership and Management through the window of Systemic Constellations.

Before I became interested in human dynamics and the struggle of awareness and change, I had a long business career. As a consultant, I focus on how organisations working under conditions of high stress, such as the police and child protection, can work more effectively. As a therapist, I have worked with African refugees, Australian aboriginals and ex-offenders. I am one of few Systemic Organisational Constellation practitioners; there are about 500 worldwide in this new and slowly emerging field.

TESTIMONIALS

I include here some testimonials. I have chosen these to reflect how working systemically can change people's awareness. There are some also that will give you a sense of me. The comments below come from business owners, managers, consultants, coaches and therapists.

The 'story' still captures me. The constellation was simple, quiet, dreamlike, each word spoken was accurate. It was on another level, another dimension. You can't solve a problem with the same level or paradigm that created it. I think the constellation work is amazing, outstanding. It evokes and reveals an underlying intelligence.

E.S. Australia

I am much clearer about my company goal and the direction I need to take to improve my business. I have more clarity in my own thoughts and more awareness of my blind spots, especially how my personal patterns affect my corporate life.

L.W. China

It is very useful where there has been fallout between people and in change situations.

H.B. Australia

After attending the workshop, I understand my own role in my company better.

Z.Y. China

I feel that I gained a big insight and hopefully freed up blocked energy in my business. It was extremely helpful and supportive. I would promote this to others.

L.W. Australia

I understand more about systemic harmony in businesses and families. I feel I can now accept my place in my systems more easily. Now I feel that there is more harmony in my business, I also have more energy for marketing and product development.

R.L. China

I learned heaps.

J.R. Australia

I can see how a healthy respect for give and take in a work system can bring resolution.

J.H. China

Thank you for your presence in the very open way you shared your experiences, and also for the respectful and humorous way in which you facilitated your constellations workshop.

A.M. Australia

The last few weeks unraveled many interesting insights...the best part isnew beginningsin a multidimensional world.

V.M. Singapore

Thank you again for a great experience and your seamlessly sensitive and effective handling of all situations.

C.P. Australia

TEACHING STYLE

I am a practical person who likes to attend to what is happening in the present moment.

The program will be a mixture of didactic and experiential, with the focus on experiential. I will invite you to allow your previous experiences, methods and attitudes to support you in stepping into something new. A major part of the program will be your practice of leading Systemic Constellations in a group or one-on-one setting. You will be able to work on your own organisational issues at the training. Between the sessions of the program, I will invite you to form 'inter-vision' groups to further develop your work. There will also be some written work and you will be encouraged to do some relevant reading. I will be available between sessions by phone and email for discussion and coaching.

My style is respectful and non-dramatic. I like to accept everyone's perception as valid and important.

PROGRAM/CONTENT

We will first look at Organisational Constellations/Configurations and the Systemic Principles that underpin them.

Then we move to Structural Constellations and then to Management/Team Constellations. This route takes us from intervening from a more outside position to a more inside position in relation to the client system. On this route, the elements of the Constellation move from more precise and individual (e.g. the boss) to more abstract and safer to work with inside the system (e.g. leadership). The involvement of the client moves from affected observer to more practically involved in the process. I do not judge any intervention as intrinsically right or wrong, it depends on the context and the relationship with the client, and the wisdom of the practitioner.

In parallel, we look at the attitudes and posture that support the Systemic view and one-on-one or individual coaching interventions.

The training journey we take also mirrors the historical development of the Systemic Constellation/Configuration work in Europe and as such, is an organic progression.

1st Session: January 19th-22nd, 2009

Perception and Systemic Orientation

- Establishing the foundation
- Learning and feedback guidelines
- Your Objectives
- Organisational Systemic Principles
- Phenomenological Perception
- First experience with Organisational Constellations
- The empty middle and working with uncertainty - letting language find you
- Permission and Confidentiality
- Navigating the Constellation, a mirror for Organisational life
- Effects and Follow-up of Constellations
- Introduction to the different Systems in our lives
- Introduction to working with Constellations and Objects and Anchors
- Self care
- Your project

2nd Session: March 7th-9th, 2009

Systemic thinking

- Moving up the framework
- Systemic thinking, what is a system and how does it relate to the individual?
- The different layers of systems
- Ways of modeling the system, our power and community sides
- Structural Constellations
- Attributes for good facilitation
- Embodied Interviewing and Contracting
- Rituals and statements
- Space and complexity
- The Miracle question, solution focused, past and future orientations
- Structure and boundaries for you and the client
- Family Business
- Projects update

3rd Session: June 6th-8th, 2009

Deepening your practice

- Management/Team Constellations
- Finding the wisdom of a group
- Group dialogue guidelines
- The training space as an organisation
- From task to vision, notions of distance
- Organisational functions and positions, distance and angle
- 'Looking' and its meaning in organisations
- Tetra-lemma Constellations, support for decision-making
- Personal space and touching, breathing
- Ideas of Organisational Knowledge
- Acknowledging preconceptions, projections and hallucinations
- Project update

4th Session: October 10th-11th, 2009

Integration

- What is remaining?
- Projects update
- Personal issues in Organisational Constellations
- The effect of your beliefs
- Promotion
- Insights & next steps
- Developing your own style
- Integrating Systemic work into your practice
- Building a Learning Community
- Goodbyes

PRACTICAL ARRANGEMENTS

VENUE

172, Noone St, Clifton Hill, Melbourne.

WORKING HOURS

9am – 5.30pm with 90 minutes for lunch.

FEES (There is no GST charge)

1 st Session	\$800
2 nd Session	\$600
3 rd Session	\$600
4 th Session	\$400

To reserve your place please pay a deposit by December 15, 2008 of \$200. This deposit is completely refundable if you can find a replacement or the training is cancelled.

To attend each session you will need to have paid for the session before it begins. For the first session, a balance of \$600 will be required.

If you are able to enroll as a group of two or more then the fee for sessions 1 and 2 will reduce by \$200 per session.

You can pay by:

- Cheque to David Mathes
- Bank transfer BSB 733396. Account 552319. Account name David Mathes.
- PayPal on the website www.innersuccess.net.au
- Cash

You will receive a receipt or invoice. Please let me know your preference.

Application

If you are interested in pursuing this further, the next step is to complete the application form below and email it back to me. You can copy it into your email program or a Word document as use as much space as you wish for your answers. It will help me get to know you better, and to find your objectives in attending this training.

You may of course like to contact me if you have any questions.

This application will also ask you to commit to the duration of the course.

Reading suggestions

Once you have sent me the application form, I will send you some suggested reading.

Certification

At the completion of the course, you will receive a certificate. This is not a license to practice but it will recognise what you have learnt and your attendance at the program. To receive your certificate you must attend 10 days or more of the training across each session.

Contact

Email: david@innersuccess.net.au

Web: www.innersuccess.net.au

Tel: Please leave me a message: 0390149602

APPLICATION FORM

Full name:

Best phone number to reach you at:

Best email to reach you at:

Professional information

1. Please describe your current profession
2. Number of years in this profession
3. Any other career or personal milestones you would like to include

Background in this field

1. Please describe your involvement/exposure with constellation work up to this time, please include as much as you want.
2. Please describe any other relevant experience you have as a practitioner that seems relevant to this training.

Learning

1. What are your learning goals in attending this training? Please include both personal and professional aspects.
2. What would be especially helpful in teaching me is: (or what I would appreciate is)....

Anything else you would like me to know.

COMMITMENT

I understand that by paying the deposit for the course or by paying any other money, I am able to commit to the duration of the course.....yes/no

Thank you.