

FINDHORN
FOUNDATION

spiritual community, ecovillage, education centre

movingconstellations



Working with change

The fundamentals of Systemic Constellation work

A three-day course at the Findhorn Foundation in Scotland
for focalisers, group leaders, managers, consultants and coaches

with Judith Hemming
assisted by Stephen Busby

15th to 17th September 2010

Organisations as systems

'The systemic way of thinking and looking at the world helps us become aware of the mechanisms and dynamics that are at work in systems that we normally never notice. These are the dynamics that can, in one moment, give us wings to fly and in another moment hold us completely paralysed and unable to act.' Jan Jacob Stam, 2006.

Whenever people form into groups, communities and organisations, dynamic human systems are created in which the various parts interact with each other in ways that are often difficult to understand and predict. These dynamics lie beyond the realm of the individuals yet help to determine the success of their actions

Conventional approaches to leading, facilitating, consulting and learning often have a limited effect on improving performance or creating the conditions for innovation because they tend to focus on individual behaviours and accountabilities or interpersonal relationships. A problem solved often occurs a little later or is moved to another part of the organisation. A systemic perspective enables people to draw on supportive forces that create truly holistic solutions.

Working with a fuller picture

As an approach to change, systemic constellations are at the cutting edge. They are a solution-focused process which at essence enables people to see situations as a whole, providing vital and often hidden information about the relationships of the various elements within any human system.

Conventionally, constellations can be used in a workshop setting with groups and intact teams, but more often, in an organisational or collective context, it is used behind the scenes to inform teamwork, coaching, supervision and shadow consulting processes, or as a diagnostic or creative tool when designing interventions.

Developing the skills and knowledge

This three-day course is led by Judith Hemming and offers:

- An overview of what it means to use a 'systemic lens' to effect change;
- How to integrate the perspective into existing practice;
- Hands-on experience of some tools used to diagnose situations, help to restore balance or create new ways forward.

The course is for group leaders, focalisers, departmental managers, supervisors, consultants and coaches, and professionals in business, education, government, health or welfare. It is particularly appropriate for those who are leading or working with change and transformation processes, large or small, in any context.

Although the focus is on organisational application, it is likely the course will profoundly challenge how you see yourself, your work and indeed organisational or community life itself.

The systemic approach

Many of us meet significant hurdles in our lives. Sometimes the situation is simply 'stuck'. It can feel irresolvable, despite our best efforts to change things. We try looking at the issue from different angles, consulting experts and trying out different alternatives. And yet there is no resolution. Even with the best use of our analytical skills, intuition and creativity, it is not always possible to locate the core of the issue and solve the problem. It may require us to shift perspective.

You are undoubtedly aware of yourself as an individual who belongs to a range of groups or 'systems' - your family group, ethnic group, work group, etc. The relationship between you and each environment you belong to is unique. The way you experience and operate within the wider system holds a key to the challenges you meet.

The systemic approach looks at your specific issue as an element of a larger system - *one* part of the whole picture. By opening up the view of the issue to a wider context, you can literally see before your very eyes a visual *living map* of previously unseen and unimagined elements. The invisible dynamics and entanglements that are revealed offer deep insights, and enable you to explore possible ways forward leading to resolution. Movements made in the Constellation not only address the particular issue, but actually *strengthen* you as an individual, and the wider system itself.

In short, the simple yet powerful method of constellations can be used with individuals, families, commercial and public organisations and communities to find ways to bring health and vitality to people and the systems to which they belong.

The course leader

The course is led by **Judith Hemming**. Judith has been an UKCP-registered individual and couples therapist for over twenty years. She has a background in education and Gestalt psychotherapy and has trained generations of therapists in the Gestalt model. In 1991, she discovered the systemic approach of Bert Hellinger, originally called 'The Orders of Love'. Today Judith is recognised internationally as a pioneer in the development and use of systemic constellating processes in organisations and wider social systems, as well as in individual therapy. Working with companies, government, social and educational sectors, she runs workshops and training programmes in the UK, Europe and the USA. She is on the faculty of the International Family Constellation Intensive and has also taught at the European Organisational Constellation Intensive.

Judith will be supported by **Stephen Busby** who has been a member of the Community of Learning, Practice and Innovation in Systemic Constellation work led by Judith, and by Terry Ingham of the **nowherefoundation**. Stephen has developed a systemic coaching practice and facilitates personal and organisational systemic constellation days in the Findhorn Community and in his work abroad. With the **nowherefoundation** he is co-developing a holistic educational initiative in Scotland called **ec** (emotional welfare, creativity and learning): a practical resource for parents and education professionals as part of an inquiry into how best to prepare our children and young people for an unknown future.

What is movingconstellations?

movingconstellations was founded by Judith Hemming in 2000 and has been developed and supported by the **nowherefoundation**, where Judith was a director.

movingconstellations offers its own unique range of practice and training. It researches and develops innovative tools and processes that enable people to work creatively and collectively. Our projects often break new ground, providing insights and solutions to ways we can live and work together. We offer a range of research, innovation, learning and consulting services to clients and partners in commercial, public and educational organisations and systems in the UK, Europe, the USA and New Zealand.

What we do

Over the past 15 years extensive experience and knowledge has been gained about the dynamics of human systems. Led by Bert Hellinger, a German philosopher and psychotherapist, the work was initially done in family and other social systems. More recently it has become clear that the same principles can be applied to professional and organisational issues and ideas. **movingconstellations** has been at the forefront of these developments. It is dedicated to developing and using systems-centred approaches based on constellations to resolve some of the most troubling and intractable issues that individuals, teams, communities and organisations face.

Practical information

Timings:

The course will take place at the Findhorn Foundation in Scotland, beginning at 9.15 on Wednesday 15th September and finishing at 18h on Friday 17th September 2010. Further details will be provided upon confirmation of your place. Evening sessions will be held on the 15th and 16th.

Prices:

Places are limited and early booking is advised. The cost of participation is £270, with concessions for NFA community members (£190), and for Findhorn Foundation co-workers (£60).

In addition, all those booking **and paying their place in full before Wednesday 30th June** will benefit from a 10% price reduction. Further concessions may be available for NFA community members after June but these cannot be guaranteed and all places will be allocated on a first-come first-served basis.

How to reserve your place:

Please email training@findhorn.org or tel. +44 (0)1309-692129 to arrange full payment in advance – UK cheques are payable to “Findhorn Foundation” and should be sent to: Margo van Greta (S+PD), Findhorn Foundation, The Park, Findhorn, Forres, IV36 3TZ.

Please note that the course will be non-residential, and all visitors to the Findhorn Foundation will be required to arrange their own accommodation and meals.

For more information:

- on aspects of the course, contact stephen.busby@nowhere-ecl.org or tel. +44 (0)7910003923;
- on **movingconstellations** see: www.movingconstellations.com
- on the Findhorn Foundation see: www.findhorn.org