

# Constellations at Work

2010 Training programme  
with Ty Francis

***Based in London, this intensive, modular programme will introduce you to the theory, methods and practices of Organisational Constellations.***

Organisational Constellations continues to make a significant contribution to coaching, change management, leadership development, conflict resolution and other areas of strategic Organisational Development. This learning & development programme will equip you both to run Constellations yourself, and also to incorporate the principles of Constellations into your everyday work.

## **What Is A Constellations Practice & Learning Set?**

A 'Practice & Learning Set' (PALS) is an ongoing peer learning group for professionals who want to understand how to facilitate a Constellation and how to integrate thinking from this innovative discipline into everyday work. The group quickly becomes a powerful community of practice that supports your professional development.

The learning about Constellations will be highly practical and experiential, using real-life issues brought by you as participants. To ensure we work in depth in an atmosphere of trust and safety, the set will comprise around 10 people and will not admit new members once we have started.

## **How is a PALS Group Structured?**

There will be 4 x2-day PALS meetings over the course of the year. Each module will be highly participative with many opportunities to for you to constellate.

### **Module 1: 22-23 February 2010**

#### **Introducing Constellations Theory & Practice**

- The history of Constellations
- Current developments in practice
- The stages of a Constellation
- The theory of Natural Systemic Orders & 'Conscience'
- Change from the perspective of systemic constellations

### **Module 2: 26-27 April 2010**

#### **Entanglements in Systems**

- Reading 'a Constellation – working phenomenologically
- Working with 4 kinds of feelings
- The use of sentences to name and heal entanglements
- Leadership from the perspective of systemic constellations

### **Module 3: 28-29 June 2010**

#### **Structural Constellations**

- The stance of a Constellator – basic requirements for Constellations facilitators
- Constellations in one-to-one (coaching) settings
- 4 "Fixed Form" Constellations
- Conflict Resolution from the perspective of systemic constellations

### **Module 4: 30 September – 1 October 2010**

#### **Management Constellations**

- Constellations in consulting settings
- Doing in-house Constellations with your own staff/teams/groups of clients
- Clinic for practical issues participants are facing in their Constellations practice
- Mergers and Acquisitions from the perspective of systemic constellations work

## **What Are Some of the Benefits of PALS?**

Over the course of the year, the experience provides:

- Training in an innovative systemic practice that can be quickly applied back in your workplace.
- Fresh insights into yourself, your organisation & work themes including teams, strategy, change management, leadership, innovation & more.
- Opportunities to explore your own 'live' work-based issues in a confidential setting.
- Supervision from a leading Constellations practitioner.
- The support & stretch of experienced peers who work across different sectors, and whose experience can enrich your own.

## What is a Constellation?

A constellation is simply a technique for mapping the patterns of connection within and between systems in a simple enough way to reveal hidden dynamics. So often we work on what is explicit, known and visible, and attend to issues rationally. Yet for some issues, it is what is implicit, not known, not expressed, and not rational that keeps individuals, teams and whole enterprises stuck. These are the forces that lurk "below the radar screen" of our awareness and which can impede effectiveness. By bringing these hidden systemic dynamics to light through a constellation, we can make corrective readjustments.

A constellation is also a way of helping us to see where things might be out of balance in a system and to gauge the effect on the whole system when we make a change to one of the parts. Constellations work combines systemic, somatic and solutions-focused practices to reveal hidden dynamics and support the resolution of some complex and intractable organisational issues. Unusually, the insights that come from a constellation are not derived intellectually, "from the neck up" but from our overall felt sense of a situation. Central to the use of constellations in coaching and consulting is the practical application of intuitive intelligence, emotional intelligence and collective intelligence.

## About Ty Francis

Ty has been involved in Organisational Constellations for over 12 years. He works internationally, running constellations workshops and trainings with clients including Nokia, Bristol Meyers-Squibb, WHSmith, NHS, MOD, McKinsey and others. Ty writes regularly on developments in Constellations practice for journals including Coaching at Work and Self & Society. He co-organised and hosted the UK's first conference on Organisational Constellations in 2005, and is on the Editorial & Advisory Board of The Knowing Field (the international Constellations Journal), and is also a business advisor to Constellations Work Trainings. He is the only UK constellator to have trained in both family systems and organisational constellations as well as in phenomenological, structural and management constellations.



### 2010 Training programme

London

4 Intensive x2-day Modules  
over 9 months

**22-23 February**

**26-27 April**

**28-29 June**

**30 September - 1 October**

*Prices do not include VAT*

*Prices include a comprehensive workbook and all inputs, supervision & facilitation as well as refreshments.  
Lunch is not provided.*

### Booking Details

*The total cost of this non-residential 8-day programme varies according to whether you wish to pay in one sum or by modules (please note that a commitment to all 4 modules is required).*

A one-off single payment of **£1,350**

OR

4 monthly payments of **£400**

**To reserve your place** or for a no-obligation discussion about the programme, contact Ty Francis on **ty@tyfrancis.org** or telephone **+44 7774 171830**.



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