

## Organisational systemic constellations & representations lab

16 - 21 June 2020

Paros island, Greece

### Course description

Explore representations as a dynamic method of communication in professional and personal relationships. It brings insight and solutions to a variety of challenges. Issues related to your past, present and future histories are processed for the purpose of achieving understanding and vitality. Any domain can be explored like community, team, family and peer relations regarding topics of health, workplaces, collaborations etc., in depth. Participants may investigate their own system and be active observers for others and many other combinations.

In brief, constellating is an approach to whole systems working which looks at the issues and dynamics of an organisation system such as a family or community) using people as live representatives to provide feedback on the system. It bears some similarities to Moreno's psychodrama, except that crucially it looks at the consequences from the past, and works with hidden loyalties from the past as well as revealing the dynamics in the present. It can also work with the future in the present and point to resolving energies as well as bringing insights about the deep underlying, difficult issues that are holding a team or organization back. Constellations work from an epistemological basis that we are all part of an interconnected universe and thus can tap intuitively into an 'informing' or 'knowing' field using a level of knowledge beyond our rational or imaginative processes.

### Benefits

We learn the basics of organisational systemic representations and easy ways of implementing this practice in day-to-day work

- Building a culture of facing challenges
- Cultivating resilience during change and intense situations
- Organisational Constellations Meet Appreciative Inquiry

We sense where disconnections and exclusions have occurred in the history and understand how certain relationships developed or ended. All of us are people seeking to bring balance and stability to our systems, even though unaware and not always conscious about it. With participation in a constellation we may gain insights as to why things may be malfunctioning in our behavior or attitude and need to be changed. It's an effective way to unfold some hidden dynamics which allow us to release past entanglements and attempt to pursue a better and balanced life. Hosting conversations in the presence of intuition. The constellation generates powerful insights, where participants can work through their deep issues in a confidential setting. They become aware of the

importance of the three stages (before, during & after) of a constellation that could optimise the constellation in a transformational process

## Programme

- Basics of organisational systemic representations and easy ways of implementing this practice in day-to-day work
- Building a culture of facing challenges
- Cultivating resilience during change and intense situations
- Organisational Constellations Meet Appreciative Inquiry

### Day 1

- Opening and introduction
- Aligning individual and collective learning goals for the week
- Learning and practicing Exploration questions and issues present:
- Constellation Sessions
- Communities of Practice an introduction

### *Local Evening - welcome reception*

### Day II

- Invitation as a process
- Learn the way take and define roles
- See the difference
- Communities of practice - learning teams
- Participatory processes and tools in Constellations
- Experiential work
- Systemic consultations and representations

### Day III

- Mindfulness practice
- Bring cases
- Learn the way take and define roles
- See the difference
- Play – reflect – repeat - absorb
- Revisioning support

### Day IV

- Methodologies and Practices-Overview of Core Methodologies
- Open Space Technology,
- From personal to organizational ecosystem
- From organizational to personal ecosystem
- Story harvesting
- Communities of practice - learning teams

## Day V

### Excursion

- Co-learning from nature and other environments
- Practice
- Walking reflection

## Day VI

- Case supervision
- Collective Mind Map Making visible our thinking
- Evaluations
- Closing

## Methodology

The course builds on proven method of systemic representations. Constellations are action-orientated approaches in that they point to new actions and behaviours that will support change. A constellation starts with an interview identifying the really burning issues that occupy the issue holder in a system. The (facilitator) constellator most importantly listens to the issue without judgement, The interviewer is thinking relationally, of hidden patterns and of consequences over time and does not want the detail of the familiar organisational story. A constellation is set up by the issue holder using representatives, often people who know very little about the organisation. It reveals the underlying dynamics that shape a system stripped of the details and points of view that lead to opinions and judgements. It reveals the hidden dynamics or the relationships between the things that make up the system.

Through this process of working with representative feedback, the constellation points to strains within the system and shows what might be possible within the given realities of a situation and where support might most economically and usefully be focused so that change can take place. Experimental moves are made and sentences are given in the constellated system, very often, until a resolution is reached in which all members of the system have their appropriate place and feel more confident. The facilitators make the experimental moves guided by the representative feedback. The sentences are used to look into the hidden realities of the system and to resolve hidden dynamics. Then the energy is released for new possibilities and new internal images of that system.

## Designed for participants/groups

This workshop has a healing experiential character designed for members of any organisation active in the field of education, training and Youth, Participants initiating who want to explore, understand and deepen in their systems communities, organizations and working teams.

This training is also designed for diverse multi-cultural teams and others that are addressing pressing challenges in their systems.

## Instructors

**Dr. Markos Perrakis** is leadership development & process facilitator, psychologist, speaker, consultant and trainer of individuals and teams, founder and Managing Director of Fractality ([www.fractality.gr](http://www.fractality.gr)) Organisational Development Services and ISO 9001:2008. He designs and implements EU projects in the fields of leadership development and strategic planning, and uses eclectic appreciative approaches in public & private sector in order to promote effective communication, individual and collective process development. He specializes in coaching, supervision, human capital development, training and assessment. He is trained in Systemic Consultation, solution focused & cognitive behavioural approaches, methods of participatory design, Spiritual Intelligence, a certified provider of Vocational Guidance and Professional Orientation, of psychometric assessments and coaching tools for teams and individuals in organizational, career and personality issues. He is representative of ANSE (Association of International Institution Supervision in Europe), Scientific partner of EUMU (European Union of Small and Medium Enterprises) in Greece in fields of Strategic planning and Human capital development programmes.

**Chrysoula Kazakidou** first studies were on the theory of Music and Wind Instrumentation, while she also dealt with musical therapy and therapy through sounds. She is a Synthetic Counselor of Mental Health (member ASC-COSCA) and trained in Family Constellation – Systemic Therapy and Gestalt Method – Art Therapy. She is also trained in the business field of Life Coaching-Leadership Training with the Socratic Obstetrician Method. She studied Craniosacral Therapy, hypnosis, trauma therapy, and color therapy. Taught in India Ayurveda, therapeutic massage and meditation methods and body psychotherapy. She is working on a holistic approach to self-knowledge and self-improvement in the personal and professional sectors, in individual sessions as well as groups.

## Date, Time and Place

Duration: 6 full days  
Dates: 16 – 21 June 2020  
Location: Paros island, Greece

## Participation Fee

The fee for this course is 1050 Euros (+200 single room).

It includes tuition fee and educational material, certificates of participation, welcome cocktail, gala dinner, half day excursion (optional) to idyllic with small boat and local delicacies to Koufonisia complex or Antiparos Blue Lagoon caves. .

Accommodation and half board are included . We can always manage decent prices for groups. Ask us about it!

## Funding

All our training courses are designed in such a way to align with the Erasmus+ quality criteria and to address the various priorities of the programme.

Our team will be glad to assist you, if you need any help with your application.

More information on these funding criteria can be found at:

1. [How to register and apply for our seminars with Erasmus+ funding page](#)
2. [Detailed Erasmus+ Description and Helpful Details page](#)

## Pre-registration

Every interested organisation in this workshop is invited to submit a [Pre-registration Form](#).

## Application deadline

Please note that the application deadline for Erasmus+ funding is the **4th of February 2019**, 12:00 CET. We highly advise you to start the registration procedure a few weeks before the deadline

## Contact us

If you have any further questions please contact us at [info@fractality.gr](mailto:info@fractality.gr) or call us at +30210601052.

### **Cancellation Policy\***

Until 30 days before the starting date of the selected workshop, cancellation will be free of charge and the pre-payment will be fully refunded. Between 30 and 15 days before the starting date of the workshop, fifty percent of the fee will be refunded. Within the 15 days before the starting date of the workshop no refunds will be made.

### **For Erasmus+ funding**

Fractality is a course provider registered by the European Commission.

If you want to make use of the Erasmus+ programme of the EU, you don't have to pre-pay the workshop fee as long as the result of the grant application is pending. You just need to fill in this application and return it to Fractality.

When the application for Erasmus+ has been successful, you should pre-pay the workshop fee(s) to Fractality.

When your application to Erasmus+ has been unsuccessful, you have to inform us immediately, to either cancel participation in the workshop or offer to pay the workshop fee without an EU financial support.