

# Systemic Work & Constellations

Basic course by Geke Kiers

Singapore 2024

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# Content

Supervising constellations is a profession; a craft that starts with learning to look and work from a systemic perspective. This requires you to understand which dynamics and principles play a role in the systems we work and live in as humans. We are part of several systems: the sports club, school, work, a social community, but first and foremost we are part of the system of our family of origin. Even without constellations, i.e. with other interventions, we can achieve a lot when we use the systemic perspective.

Throughout the Systemic Work and Constellations programme we will introduce you to systemic beliefs and constellations. In addition to the basic knowledge and principles of this work, you will learn to apply constellations and other interventions in your own work as a professional, as a leader, as a manager or as a coach. And of course, you will understand and experience what it requires of you to work as a systemic work facilitator.

The programme will guide you through three core themes: (A) all you need to know about systemic work, (B) your approach as systemic work facilitator, and (C) your toolkit filled with constellations and other interventions. More about this on the next page.

While there is an emphasis on your practice and understanding, we will exuberantly share our knowledge and skills during and beyond the sessions. We will work with numerous examples and encourage you to practice in a way best suitable for you. It's inspiring and challenging at the same time.

The programme consists of a kick off session and 4 half day sessions of live learning in a group of maximum 10 participants. In addition, you will receive two individual online coaching sessions with Geke. These sessions will be scheduled based on your agenda.

# Core themes

<b>(A) All you need to know about Systemic Work</b>	<b>(B) Your approach as a Systemic Work facilitator</b>	<b>(C) Your toolkit; constellations and other interventions</b>
<p>Evolving around the history and core elements of Systemic Work, this core theme connects with master pieces as Internal Family Systems by Richard Schwartz (Harvard University), Compassion Focused Therapy by Paul Gilbert, (University of Edinburgh and University of Sussex), and the power of selfcompassion by Kristin D. Neff (University of Texas).</p> <p>Some topics will be presented ready to use, while others require a deep dive into your personal core. We will set up the system of your family of origin and your place in it. In addition, we will share inspiring movies, podcasts and books. Together, this will provide you with a solid foundation to become a Systemic Work facilitator. You will get it when you experience it, during the programme and beyond. You can start practising right after the kick off.</p>	<p>Before you can integrate Systemic Work as a professional, you will first have to face your own assumptions and obstacles. It would be presumptuous to think we can help others without looking at ourselves. Put your own oxygen mask on first! That's why we explore your blind spots and patterns that may hinder you first. Everything else needed to look, think and work systemically is already there. With this programme you will learn to further develop precisely that part within you.</p> <p>Following Bert Hellinger's journey to 'the silent middle' and 'not knowing' as systemic work facilitator, we connect with your journey of inner work to discover your place in the learning process. You will learn to feel comfortable with constellations and topics as 'what is mine and what is yours', discover what your body tells you, and its meaning. You will have the courage to ask yourself challenging systemic questions and finding the answers to them. You will also face the challenge of jumping to conclusions and interpretations as a systemic work facilitator; coming back to 'not knowing' and 'the silent middle'.</p>	<p>We encounter (organisational) issues or topics that could benefit from a systemic approach on a daily basis. When the issue is an unresolved recurring pattern, for example. Or unanswered questions like 'why do I take so much responsibility?', 'why am I so tired?', 'why do I feel so little satisfaction?', 'why do I continuously clash with my superior?' Sometimes the answer is there and participants know something needs to change, but they do not make the transition.</p> <p>In this core theme you learn setting up such matters in a constellation or using one of the other systemic interventions. You will come to know when to work with representatives or alternatives such as tiles or coffee cups. And how to use systemic interventions in 1:1 sessions in your role as leader, coach or consultant. Furthermore, we provide you with a set of questions that help uncover such issues. You will build a rich toolkit of constellations and other interventions!</p>

# Organised by



## Geke Kiers

Geke is fascinated by successful leadership and the creation of opportunities. She is on a constant pursuit for internationally recognised leaders and renowned organisations to interact with and learn from. Based on her rich life experiences, wealth of professional experience as a leader herself, and her skill to distinguish the true elements for success, Geke developed work methods that challenge and encourage her clients to take next steps in personal development towards empowered, authentic leadership. She has gained first-hand training from Systemic Work guru Bert Hellinger

Geke's work is based on more than three decades of research and experience, having established her own firm Bureau L'Esprit in 1997. She is a highly in-demand coach and speaker on (personal) leadership and quests within organisational development.

For more information please visit [www.Lesprit-organisatieadvies.nl](http://www.Lesprit-organisatieadvies.nl).

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## Karen Smits

Karen Smits (Ph.D) is a qualified organisational anthropologist with 15 years of experience in People and Culture. She is passionate about working with and for people to enhance their world of work, curious to understand how people work and assertive to challenge them to think differently about their work. Karen has an international track record of creating and facilitating leadership development programs and culture transformation initiatives.

Bringing the wisdom of the arts and theatre to businesses, at Just Add Water, Karen is responsible for designing and facilitating unforgettable learning experiences for clients around the world.

More about Just Add Water: [www.sojustaddwater.com](http://www.sojustaddwater.com)

# Practical information



**Time:** kick off: 4-6pm, all sessions: 9.30-1.30pm, lunch not included.

**Location:** Singapore, exact location announced closer to the date.

**Investment:** 1450,- SGD excl. GST. Subscribe by sending an e-mail to [lesprit@gekekiers.nl](mailto:lesprit@gekekiers.nl).

**Payment plan:** We are aware that the investment amount might be a reason to hesitate programme participation. We understand. Would you like to set up a payment plan? Please request by sending an email to [lesprit@gekekiers.nl](mailto:lesprit@gekekiers.nl) We will be compliant with the Personal Data Protection Act in Singapore.