



# ORSC™ Fundamentals of Relationship Systems



## Overview

The two-day Organisation and Relationship Systems Coaching Fundamentals course explores a ground breaking model for coaching teams, families, couples and organisations. Whether your practice area is personal coaching, family therapy or business coaching, the ORSC model will change the way you work.

## Relationship Systems Intelligence

You will be introduced to a cutting edge coaching model based on Systems Theory, Process Work, Family Systems Therapy, Alternative Dispute Resolution, Quantum Physics, Co-Active Coaching™ and Taoism.

At its core is an evolution of the principles of Emotional Intelligence (relationship with oneself), and Social Intelligence (relationship with other) to Relationship Systems Intelligence, where the focus is on the collective wisdom of the group, team or system.

## ICF Accredited

ORSC Fundamentals is the first course in an ICF Accredited Coach Training Program. ORSC is the only ICF accredited relationship systems-based training for coaches, consultants and therapists.

## Who should take this course?

Experienced coaches who want to develop a new market niche—coaching relationship systems in their industry of choice.

Personal, executive and organisational coaches who will benefit from an effective relationship systems approach to working with groups.

Allied professionals already engaged in working with groups, teams and partnerships: mediators, lawyers, couples and family therapists.

OD consultants, HR professionals, financial planners or anyone who relies upon relationships to drive their business.

*“I have been coaching and consulting with organisations for over 25 years; CRR Global has the most practical, impactful and accessible models and tools I have ever experienced.”*

**William Adams, CEO & Director  
Full Circle Group**



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## Practice 5 Key ORSC Tools

Receive hands-on training in the use of a relationship systems approach to coaching and therapy in a variety of applications through a combination of scenarios and live material.

**Coaching the Third Entity™.** Each group, team or partnership is more than just a collection of individuals. The combined experiences, intelligences and energy form a unique and separate entity that is more than the sum of its parts. Coaching the Third Entity as your client, instead of each individual in the engagement increases your power and influence while enabling you to tap into the inherent wisdom of the team.

**Designed Partnership Alliances.** Think of these as the “rules of the road,” that the person, team or organisation whom you’re coaching establishes among themselves with your guidance. This builds co-responsibility for the outcomes and determines how the team (or individual) addresses challenges.

**Alignment Skills.** What you perceive to be the client’s opportunities for growth and what the client perceives to be his/her/their challenges aren’t always in sync. Learn how to establish boundaries and limitations for your engagements while focusing on the common interests of your clients.

**Constellating the System.** Humans in a relationship system gravitate to particular roles, guided by their own predilections and the demands of the situation. Through an exercise called Deep Democracy, you will practice constellating the system, which reveals the roles and positions each team member holds, garnering deeper insights that can direct future growth.

**Crafting a Relationship Myth.** There is an archetypal nature to relationships. In this course you will learn how to craft a narrative with your client that resonates deeply and plots a course for change.



*The Third Entity is the embodiment of a team’s combined strengths, wisdom and experience. John Lennon, Paul McCartney, George Harrison and Ringo Starr were musicians... The Beatles is the name of their Third Entity.*

### UPCOMING TRAINING DATES IN DUBAI

- 07-08 February 2020 (1<sup>st</sup> intake)
- 13 -14 March 2020 (2<sup>nd</sup> intake)

## REGISTER TODAY!

Email us at [info@berlotgroup.com](mailto:info@berlotgroup.com) for more information or call us on +971 4 4569522



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## Agenda

### Day One

- 9:00 Welcome and Opening Exercise
- 9:30 Introductions and Logistics  
*Participants are urged to adopt a "beginners' mind," as they move through the course.*
- 9:45 Review 3 Types of Intelligence and MetaSkills  
*Emotional Intelligence, Social Intelligence and Relationship Systems Intelligence.*
- 10:00 Enquiry/Awareness Dyad on Relationships
- 10:20 Break
- 10:35 Review the Cornerstones of ORSC
- 12:15 Lunch
- 01:30 Design a Partnership Alliance  
*Practice the process of onboarding a new client/relationship and creating alignment around the coaching alliance.*
- 03:30 Break
- 03:45 Practice Discovery Process  
*Participants practice unfolding more information during client engagements using enquiry skills.*
- 04:00 Explore "Relationship Myth"
- 04:45 Homework
- 05:00 Adjourn

### Day Two

- 9:00 Welcome and Homework Learning Debrief
- 9:45 Alignment Coaching Demonstration
- 10:20 Break
- 10:35 Practice Alignment Coaching  
*Participants break into triads to practice tactics of alignment coaching including ventilating the emotional field, naming common interests and putting issues out in front.*
- 12:00 Discuss Four Horsemen of Bad Communication
- 12:30 Lunch
- 1:50 Large Group Discussion
- 2:15 Review MetaSkills Authority and Fascination
- 2:35 Informal Constellation Demonstration
- 3:20 Break
- 3:40 Student-Led Informal Constellations Exercise  
*Practice using a visual representation of a system's positions on a certain topic in your coaching.*
- 4:20 Closing Exercise
- 5:00 Adjourn



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## Learning Objectives

- Develop ability to see the entire relationship system as well as the individuals within it.
- Understand the three types of intelligence: Emotional Intelligence, Social Intelligence and Relationship Systems Intelligence.
- Practice the MetaSkills of Enquiry/Awareness, and Deep Democracy.
- Coach a Third Entity of a relationship system.
- Learn how to reveal the system to itself.
- Know how to read an emotional field.
- Have a clear model for developing Designed Partnership Alliances with clients.
- Know the distinction between coaching and therapy. Know how to access the “voice of the system.”
- Understand when to use the “Relationship Myth” tool in your coaching.
- Explore the concept of the “Disappointed Dream.” Practice Alignment Coaching.
- Study the Four Horsemen of Bad Communication, and learn coaching tactics to address them.
- Learn how to use “Constellations” to access the voice of the system in real-time.