Organization & Relationship Systems at Work

Overview

Constant change is the new norm. Thanks to the internet which facilitates global collaboration 24/7, work that was once performed by individuals is now being tasked to teams. The increase in numbers of knowledge workers who must share information, insights, learning and best practices in order for companies to succeed, further stresses communication channels.

So how can organisations create a work environment that supports complex human interactions, embraces conflict, retains valuable knowledge workers and change at the speed of light while remaining profitable and productive?

Relationship Systems IntelligenceTM

Beyond Emotional Intelligence (relationship with oneself), and Social Intelligence (relationship with other) lies Relationship Systems Intelligence, where the focus is on the collective wisdom of the group, team or system.

This approach has been effectively applied in family and marital therapy for decades, and is now being brought into the realm of work teams and organisations with positive results.

In this two-day course, you will leverage Relationship Systems Intelligence to tackle some of the common ailments that plague work environments:

Δ   Ineffective or toxic communication

Δ   Low team morale or burnout

Δ   Conflict avoidance and non-resolution

Δ   Lack of creativity and productivity

Δ   Confusion about roles on a team

Δ   Intercultural issues in a multicultural team

Emotional Intelligence

Social Intelligence

Relationship Systems Intelligence

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Outcomes from the Course

Δ You will be better equipped to handle mergers, acquisitions, downsizing and growth.

Δ Your teams will be more resilient, positive and fearless in the face of conflict.

Δ Individuals will be more engaged, inspired and adept at navigating politically-charged situations.

Δ You'll feel greater confidence engaging entire teams and organizations in development initiatives.

Who should take this course?

Δ Organizational leaders, managers, HR professionals and team supervisors.

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

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

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

ICF Accredited

Organisation & Relationship Systems at Work is the first course in an ICF Accredited Coach Training Programme. ORSC is the only ICF accredited relationship systems-based training for leaders, managers, coaches, consultants, trainers and OD specialists .

Relationship Systems Intelligence focuses on the entire group, team, organization or partnership. Mastering the skills to access that intelligence will exponentially increase your impact on groups.
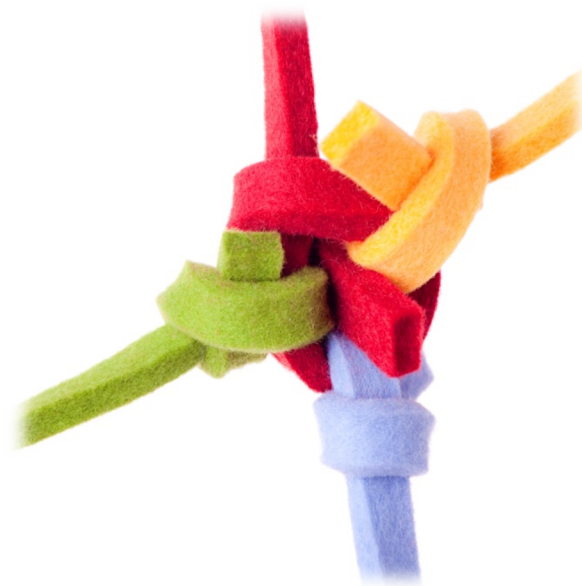
"I have completed four coach training programmes, taken emotional intelligence certification and change management training and yet it is the Relationship Systems tools and models I learned from CRR Global that always come to the forefront of my work with my clients, whether we're tackling a large scale organisational change or I'm engaged in one-on-one coaching with an executive or business owner."

- Jackie Lauer
President & Senior Consultant
Axletree Consulting

UPCOMING TRAINING DATES IN DUBAI

17-18 April 2020 – Tentatively Postpone to 19-29 June 2020

REGISTER TODAY!

Email us at *info@berlotgroup.com* for more information or call us on *+971 4 4569522*

ORSC™ Fundamentals of Relationship Systems

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

Organization Relationship Systems at Work Agenda

Learning Objectives

o Develop ability to see the entire relationship system as well as the individuals within it.

o Understand the three types of intelligence: Emotional Intelligence, Social Intelligence and Relationship Systems Intelligence.

o Practice the MetaSkills of Enquiry/Awareness, and Deep Democracy.

o Coach a Third Entity of a relationship system.

o Learn how to reveal the system to itself.

o Know how to read an emotional field.

o Have a clear model for developing Designed Partnership Alliances with clients.

o Know the distinction between coaching and therapy. Know how to access the "voice of the system."

o Understand when to use the "Relationship Myth" tool in your coaching.

o Explore the concept of the "Disappointed Dream." Practice Alignment Coaching.

o Study the Four Horsemen of Bad Communication, and learn coaching tactics to address them.

o Learn how to use "Constellations" to access the voice of the system in real-time.