



# ORSC™ Intelligence: a Roadmap for Change



## Overview

Change is inevitable, constant, and necessary, and the ability to navigate change is a hallmark of systemic health. In this three-day course, you will explore and map the role emotions play in human relationship systems and learn how to help others establish a “locus of control.” This paradigm shift will enable them to embrace the idea that change is a normal phenomenon--the key to systemic evolution.

This course provides a robust toolkit for increasing emotional resilience in the face of change. You'll also learn a skill set that supports clients in dealing with difficult circumstances with dignity and wisdom, moving from Emotional Intelligence and Social Intelligence to Relationship Systems Intelligence.

## Edges

The Edge is the line between the known and the unknown—it is at the limit of what we know about ourselves. Any time you try a new behavior or idea or perspective, you are crossing an Edge.

As long as teams and individuals grow and change, there will always be new frontier and edges to explore. Coaching groups and teams at the edge is frustrating, scary, exhilarating and highly necessary.

In this course, you will explore your edges, and learn how to coach your clients over their edges.

Some examples of the edges your clients might face include:

- A shy person who has to make presentations to large groups as a requirement of her new job.
- A company that must downsize or close its doors.
- A family facing a bankruptcy or foreclosure

***"As a Marriage Family Therapist and Collaboration Consultant, my primary focus and training has been around helping clients overcome fears and homeostatic forces so they could grow, change, and expand their capacities and relationships.***

***After taking the Intelligence course, I was amazed to discover perhaps the most powerful and profound model yet, Edges.***

***The tools and processes have enabled me to help me and my clients cross edges into significantly greater ranges and depths of being and doing."***

**Sunny Sabbini, M.A., LMFT**  
**Growing Collaborations**

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## Learn the 7 Keys to Creating Change

By practicing these skills in the Intelligence course, you will acquire greater fluidity and agility in your coaching approach, and be equipped to set the ground conditions for change.

- Internalize an entirely new model for coaching organisations, teams, couples and individuals based on Arnold Mindell's Process Work.
- Access and integrate systems intelligence from multiple channels (visual, auditory, proprioceptive, kinesthetic, relational, environmental) in order to successfully manage change.
- Leverage change management theory to create the ground conditions for team and organisational resilience.
- Master coaching techniques for deepening and managing emotionally intense issues in both organisational and intimate relationships.
- Identify and diminish highly negative conflict styles and team toxins.
- Discover the power of Deep Democracy with, and for, your clients, which insists that all the voices of a system be heard and honored -- even the unpopular ones, because only then will the system be ready for change.
- Increase positivity within business, non-profit and personal relationships through the application of appreciation loops and dream doors.



Some edges are easier to cross than others...and some people have to cross and re-cross them many times before the new reality can manifest. This is why we say that the path of change is rarely a straight line, but more often a zig-zag.

## ICF Accredited

ORSC is the only ICF accredited relationship systems-based training for coaches, consultants, trainers and therapists.

***"You must do the thing you think you cannot do."***

***Eleanor Roosevelt***

## UPCOMING TRAINING DATES IN DUBAI

***10-12 September 2020***

## 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

- 10:00 Secondary Identity Exercise
- 10:15 Introductions
- 10:30 Context of Change Theory  
EQ and the relationship river. Review the  
process relationship coaching metaphor
- 11:30 Break
- 11:45 Signals, Channels & Double Signals Discussion
- 12:00 Signals Demonstration
- 12:20 Coaching Practice in Pairs
- 12:40 Unfolding Skills Practice in Pairs
- 1:00 Primary Process, Secondary Process and Edge  
Discussion
- 1:15 Lunch
- 2:30 Examine Edge Behaviors
- 2:45 Open Season Exercise
- 3:20 Break
- 3:30 Unfolding the Four Horsement Demonstration
- 4:00 Scenario Coaching Practice in Triads
- 5:30 Appreciation Loop Demonstration
- 5:45 Homework Assignments
- 6:00 Adjourn

### Day Two

- 9:00 Homework Debrief
- 10:30 Spiritual Warriorship Discussion  
*The system uses individuals to express conflict  
and disturbance in the quest for change.*
- 10:30 Review Edge Behaviors and How to Cross  
Them
- 11:00 Double Edges in the Third Entity Discussion
- 11:30 Double Edge Demonstration
- 11:45 Break
- 12:00 Edge Coaching Practice in Triads
- 12:30 Lunch
- 1:45 Edges and Change Theory Discussion
- 2:45 Edges and Change Management Exercise
- 3:00 Change Theory Coaching Scenarios
- 4:15 Break
- 4:30 Realm Theory Discussion
- 4:45 Homework Assignments
- 5:00 Adjourn

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### Day Three

- 9:00 Homework Debrief
- 9:30 Designed Alliance Check-in
- 10:00 Deep Democracy Process
- 11:00 Break
- 11:15 Planning from Deep Democracy Process
- 12:00 Lunch
- 12:45 Community Salon
- 1:15 Coaching Scenarios in Pairs
- 2:15 Large Group Debrief
- 3:15 Break
- 3:30 Coaching Scenarios in Small Groups
- 4:30 Mural Work
- 4:45 Visage Dream Door Exercise
- 5:00 Adjourn