

Change Leadership Constellations: A breakthrough Diagnostic, Decision-Making & Innovation Experience for Senior Leaders and their Leadership Teams

The Opportunity

* A confidential, 'innovation space' for you - with or without your team and/or other colleagues – to consider the strategic dilemmas, underlying difficulties and key choice points that you face in the year ahead, using the relatively new, breakthrough process of systemic constellations and associated methodologies.

* Rare access to a unique collaboration between a world-leading practitioner of systemic constellations and our proven change consulting experience and skills – and quality time to explore possible applications of this new approach to both your organisation's success and leadership development.

The Benefits

* Breakthrough insights into your system dynamics and leadership dilemmas - and also wise ways forward – combined with high-levels of safety and support

* A highly innovative, co-creative experience for you and your colleagues, shifting relationships and unlocking new dimensions of individual, team and organisational potential

* Considerable cost-savings, shifts in organisational health, strengthened leadership and a reinvigorated relationship with the emerging future.

* A compelling experience of innovation and new ways of thinking and working.

Format

* The design of the experience can vary e.g. from a half-day workshop to a 24 hour 'deep dive', with an overnight stay.

* We can host in a top-class Bath hotel – or we can guide your own arrangements at a more convenient venue.

* It can include 1:1 coaching support before and afterwards – in addition to the (minimal) necessary briefing and contracting work

Cost

The inclusive cost is £9-15K (excluding accommodation and board), depending on precise arrangements.

Contact

To explore further, please contact Nick Mayhew via nick@integralchange.co.uk

Further details

Systemic constellations is a relatively new, breakthrough process, evolving at the leading-edge of organization and leadership development practice, which unlocks the implicit, unconscious knowledge held in any system, and turns this into a 'visual map' – which can then be discussed and experimented with in a co-creative way.

This process works with, and illuminates, the innate potential of the system and requires particularly skilled forms of facilitation and support because of the power of the insights and wisdom of the 'next steps' that the process tends to point to.

Integral Change has been using and working with systemic methodologies such as constellations for over 12 years – but often 'under the radar'. We believe that the level of complexity and challenge now facing so many change leaders requires that we now risk working with this unorthodox process more explicitly – so sharing and accelerating its possibilities. We accept that this process will challenge the current 'paradigm' of many change leaders – but are committed to offering our knowledge and skills to those who are willing to open to this journey...

Examples

We have used systemic constellation methodology over the years to bring breakthrough guidance and support to:-

- i) Resolve conflict between two founders of a start-up company that was becoming increasingly successful, with each founder making increasingly disruptive claims on this success.
- ii) Help the senior leader of a business unit in a large, global corporation to gain new insight into how to resolve an internal dynamic that was preventing cross-company understanding of, and buy-in to, his strategy.
- iii) Provide a learning experience for a cadre of middle managers in a large and complex organization, such that they could see more clearly their whole system context and what was required for them to pull the levers that would dramatically increase their effectiveness as leaders.
- iv) Address the underperformance of a key leadership team member, struggling in the role in which his MD operated for many years as an expert – by helping him open to this expertise in a non-defensive way, while drawing more fully on his own, innate strengths (including his different ethnicity).
- v) Resolve poor morale and dysfunctional team dynamics in a local authority Children's Services Department, stemming from the way a Serious Case Review process had been conducted.