

Organizational Constellations and for Family Businesses

The words 'business' and 'constellation' are not readily used in the same sentence; the latter conjures up images of stars and galaxies, the other of products and profits. Yet, just as heavenly bodies have a particular arrangement, so too do the organizations and businesses we set-up here on planet Earth.

Systemic Constellations examines these 'arrangements', i.e., the explicit and implicit relationships of such organizations and the overall efficiency of a particular system, be it a **small business**, the division of a **large company** or a **public sector** department. Together we explore organizational dynamics revealing the hitherto unseen blocks in the system. It then goes on to enquire about potentials latent in the system and, using many tight feedback loops, tests which options offer the best way forward.

Organizational Constellations are:

1. Time efficient and cost effective.
2. Accurate, thanks to objective feedback from representatives standing in the relational field and reporting on their experiences.
3. Immediate, as it addresses current sentiments and lays the past to rest.
4. Future orientated in that interventions ripple through the organization and continue to do so after the event.
5. Educational as the meta-position which constellations afford you, allow you to appraise the overall functioning of your organization.

According to Constellations philosophy, an organization, team, department have a shared consciousness, or group energy. It's about seeing the bigger picture and how different events and aspects come together. Understanding the disturbances in the "Orders of Engagement" opens the system up to new possibilities. The process releases pent up energy in the system allowing individuals and/or teams to be seen in a new light and for relationships to once again prosper.

Family businesses are, according to Fortune 500 listing, the most durable, often spanning several generations. Yet, in relational terms, they are also of the most complicated. Roles and lines of communication are not always clear and bonds of love often cloud judgement.

By directly engaging 'the knowing field', the often-unspoken issues and deeply held beliefs are revealed. This creates awareness of both the organization's history and its future.

Format: in person, virtual (per Zoom) or blended

Aimed at: a leader, manager, family business member seeking solutions or for an entire team.