

## JSOL7 2014

### Preconference Workshops with Marco Ronzani, Switzerland

#### Enlarge your mindset and help others to do it.

*“The world of the happy is quite another than that of the unhappy.”*

Ludwig Wittgenstein, Austrian Philosopher 1889–1951. Tractatus Logico-Philosophicus 6.43

#### Workshop 1: Simulating and modifying relations with Systemic Structural Constellations – Invigoration by experiencing the preferred future

In this workshop participants experience the power of the most advanced form of constellations–work: Solution focused Systemic Structural Constellations (SySt). With this method it is possible to simulate the relations of the elements (structure) of a client's inner picture of a system (team, organization, family, goal, topic, conflict, etc.). At the same time this offers the opportunity to modify these relations according to the preferred future of the client. The beauty and power of this method is that the client not only imagines the desired future as in a solution focused interview but also can experience it lively as if he or she would observe it or live in it. The effects can be very astonishing so that often clients come out with sustainably changed suppositions and mindsets that make them behave and experience very differently than before – in the desired direction.

In this workshops participants

- get the opportunity to experience by themselves the so called representative perception, a human ability that appears as soon as the person becomes part of a constellation;
- experience systemic structural constellations–work as client, representatives or observer and live to see the effects of it;
- learn the Systemic Structural Constellation's 5 basic categories of concerns that correspond with 5 basic formats of Systemic Structural Constellations and their logical components – both can be applied also beyond constellations–work:
  - *Concern: Away from – Problem–structure–constellation*: for getting away from problematic stance, views, attitudes and strategies; de–blocking blocked situations;
  - *Concern: Towards – Goal–achieving–constellation*: for developing and achieving goals, finding effective strategies and useful next steps;
  - *Concern: Enigma/fog – constellation of the defocused topic*: for clarifying enigmatic or non–transparent situations, getting new ideas or a new view on something and emerging innovation;
  - *Concern: Weakness, imbalance – Belief–Polarity–Constellation*: for restoring sources of strengths and enforcing resources, finding balance and sustainability;
  - *Concern: Dilemma, Decision – Tetralemma–constellation*: for decision–making, conflict–resolution, enlarging opportunities, change of patterns, emerging higher level innovations.
- learn the 4 basic types of interventions of systemic structural constellations–work and some specific techniques used in constellations–work – they can be applied also beyond constellations–work:
  - Adding
  - Separating
  - Connecting
  - Sorting
- find own ways of transfer into the own workaday life.

## Systemic Structural Constellations (SySt)

is a highly effective methodology for simulating and modifying relations in systems of concrete elements like persons (i.e. team, organization, family) and/or abstract elements like goals, resources, obstacles, topics, duties, assignments, positions etc. They have been originally developed by German Professor of logic and philosophy of language Matthias Varga von Kibéd and psycho-therapist Insa Sparrer

In SySt-work the relevant elements of the system are represented by persons (representatives) who are positioned by the client in the space. The group of the representatives form in this way a picture of the structure of the relations between the elements and can give information about the quality of the relation. Adding elements and altering positions and connections of representatives modify the form of the structure towards the picture desired by the client. The client himself follows the process observing the development of the structure of his own system. Arriving at a development state that the client shows as satisfying he himself steps into the picture and puts himself in the position of his representative. Now he can experience the desired structure and relations from inside like real.

SySt is embedded in the solution focused approach according to the school of Milwaukee (Insoo Kim Berg, Steve de Shazer, e.a.) and shares all basic assumptions concerning solution focused conversation in coaching, leading, training etc. The major difference between solution focused conversation and SySt is that SySt offers the clients not only to imagine and describe his preferred future but the opportunity to experience the preferred future and it's contexts physically in time and space like in daily life.

The effects are that the client – based on his positive physical experience in the SySt – generates new and modified relations between the elements in his inner picture of the world i.e. his presuppositions concerning the relation to his boss, colleague or client, his view on a goal or the positions of a dilemma or conflict. The modified experience-based inner picture becomes immediately the basis and fundament of an altered, more useful and effective behavior; i.e. the modification of the presupposition of the employee concerning the relation with his boss, let's say from demanding to appreciative, has severe effects on his behavior towards the boss and vice versa.