



Systemic Constellation Process is one of the most impressive new approaches for facilitating groups or coaching individuals that has been developed in the past 20 years.

In the past few years, the Systemic Constellation Process has been used very successfully for problem solution for economic and personal issues. This is because the method is efficient, and solution- and resource-oriented.

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The problems or subjects may be of a general nature: reaching goals, making decisions, solving problems or conflicts, simulating future situations, or analyzing business and work relationships.

Systemic Constellation Process is a wise investment to make when the risks and rewards are significant.

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MANAGEMENT BY CONSTELLATION

A Systemic Approach for Working with Leaders and Teams



Systemic Constellation Process

- can save enterprises much money and time.
- improves communication in teams and departments.
- clarifies muddled situations, projects and relations.
- provides the groundwork for sustainable decisions and solutions.



Systemic Constellation Process (SCP)

Executives and their management teams bear the responsibility for making the biggest decisions. The bigger the decision, the more that is riding on that decision for the organization, its staff, its client and the careers of the executive team.

Often, the big decisions are challenged by ambiguity, complex relationships, the pressures of limited time and unappealing trade-offs. Systemic Constellation Process is a wise investment to make when the risks and rewards are significant.

What's the objective of SCP?

The Systemic Constellation Process is a very effective analysis, diagnostic and simulation method for projects and organizations. It sheds light on different scenarios of a solution, a problem or a strategy more exactly than other methods.

The problems and subjects can be of a general nature: reaching goals, making decisions, solving problems or conflicts, simulating future situations, or analyzing business and work relationships.

For which issues is SCP useful?

The solution figures refer generally to a organizational system, and may be teams, projects, departments, business units or the whole enterprise. Beyond that, more abstract topics such as markets, products, strategies, etc. are also possible to picture. Thus, SCP may serve different purposes for management: it can be used as an analysis or organization tool by strategic or operational management. It may be used in exactly the same way for organizational and personnel development, as well as for work on the business culture.

Why is SCP so efficient?

The system or question itself can be represented physically in a way that allows nonphysical information to become more visible. This approach enables the client to access new information and insights. This in turn reveals a new range of possibilities for bringing the client's system into greater harmony and balance.

The results reveal potentials for improvement and fitting choice of actions. In a few hours, you can get an overview of complex structures, interactions, hidden problems and backgrounds.

How does SCP work in practice?

The Systemic Constellation Process takes place within or outside of the own enterprise, business or group, depending on the issue to be examined, and privacy considerations. Execution takes place in a single meeting or in a group with representatives. An alternative is to attend an open workshop, in which individuals with different requests participate.

The Systemic Constellation Process runs after a system off, which can be divided into 4 phases:



Practical experiences and advantages

In our workshops and strategic planning sessions participants typically report that they take with them more insight into the dynamics of the situation they are dealing with, a better sense of how they different aspects of that situation impact each other, and what the best course of action could be to achieve an ideal outcome.

Some examples of application

Adaption of a strategy

In Holland SCP assisted the executive team of an advertising agency in strategic decision making. SCP helped define and test the organization's strategy and manage change and conflict to implement that strategy.

Implementation of a new strategy

In an other context, SCP helped provide new insights and establish priorities for the Board of a non-profit organization seeking to institute a new growth strategy.

Shifting the generations in companies

In former times, many enterprises were founded and led by family members. SCP assisted a medium-size company in the conflict-free and complete separation of the firm's founder from the company, and helped start the organic follow-up of the next generation.

New positioning in the market

Using the SCP method, new opportunities were pointed out to a selling company in the textile industry. This helped them to position themselves successfully in the market again, and to extend their customer base in Europe.

Facilitation of decision making

In more of a coaching context, the SCP approach was used to help a young professional to clarify her options concerning a major career

It has been shown that SCP is suitable for numerous issues in normative, strategic and operational management, as well as for the conversion of lasting strategies. In particular it may be used to clarify and simulate human relations and organizational interfaces, as well as behavior dynamics in or between enterprises.

On these issues, all of which involve decision making, the SCP method helps to structure, explain and implement knowledge and generate solutions. SCP leads both to concrete actions connected to new insights, and to changes of attitude regarding the issues under examination. Such issues may be among other things:

- Team building
- Development and implementation of strategies
- Delivery and takeover of companies
- Stakeholder analysis
- Mediation and conflict resolution
- Change processes in corporations
- Support for complex decision making
- Improvement of internal communication
- Improvement of work processes
- Development of company values
- Testing of new marketing strategy
- Improvement in customer relations

The Systemic Constellation Process offers advantages on different levels. This includes solution and resource orientation in preliminary talks, reduction of confusion by clarifying the request, visualization and externalization of implicit knowledge given in the actual picture, communication, rehearsal acting, and new perceptions represented in the process work, as well as effective restructuring as given in the conclusion picture.

Various levels of learning are addressed, which makes possible holistic processing and storage of the solution.