



We assist with the behavioral growth of individuals and organizations in conjunction with their environment

imagining and designing transformational learning experiences that allow them to develop and maximize their full potential.



Systematic Facilitation



## We propose...

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To align thoughts,  
actions and emotions

Aligning them empowers people with the **consistency** needed to unleash their full potential

To improve the well-  
being of body and mind

**Balancing** both leads to improvement in all other areas

To generate sustainable  
relationships in people  
and teams

**Confidence** promotes cooperation in a  
teamwork environment

To develop an innovative  
spirit and a creative  
culture

New ways of thinking, to go one step **beyond**  
established patterns

To build inspiring  
leader-ship and an  
entrepreneurial attitude

We propose leading in order to **contribute**  
to the transformation of our environment

## Our services are for...

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**People** who have a deep desire to live life to the fullest.

**People who work with others** and who aspire to excellence in their work.

**Groups** that understand the value of combining wills.

**Managers** who realize that the art of leading is a responsibility, talent is the most valuable asset, and that the best results are achieved by working together.

**Organizations** based on sustainability as the engine of growth.

# Systematic facilitation

Systematic Facilitation (SF) is a method for creating spaces, giving them purpose and upholding their qualities so that the information in a system can emerge from the deepest layers through reflections, sensations and sentiments.

## What is it for?

1. Gain awareness of the individual and collective reality.
2. Enhance the feeling of belonging to an organisation.
3. Find the best personal and professional place for everyone.
4. Strike a balance between what is given and received.
5. Reconnect with the strength of history and of values.
6. Be more committed to the vision and the future.
7. Activate the resources and skills of the team members.
8. Speed up the decision-making process by including all the elements that are affected.
9. Turn meetings into spaces with specific intentions and qualities.
10. Prevent and manage conflict.
11. Design accessible potential plans of action with the commitment of those involved.

## What does systematic facilitation offer you as a consultant or leader?

1. A new way to take a stance, detached from the result and turning power over completely to the client.
2. A broad, in-depth perspective of the problem and its possible solutions.
3. A connection with your deepest “wherefrom” as a facilitator.
4. The development of the skills needed to guide individual and group transformation processes.
5. A set of very efficient tools for diagnostic and transformative processes.

## How do we train Systematic Facilitators?

The content is taught hands-on, by doing. Our commitment to the students lies in promoting the implementation of the tools and in developing the skills acquired during the courses. And also in ensuring that their “wherefrom” as a systematic facilitator is founded as a unique element that provides value.

During the training, students practise on real and dynamic interactive scenarios that are used to share the conceptual foundations of the model.

The group that is created from the participants in each module itself comprises the first system that you will work on. In a way, your colleagues will be your first test case.



# The Systematic Facilitation training cycle

The structure of all the cycle is distributed in 5 modules and each one lasts two days - Friday and Saturday, from 9:30 a.m. to 6:30 p.m.

## 1 — The Pillars

### “Feeling the information” and creating Basic Spaces for Systematic Facilitation.

**(BSSF)** We will focus on introducing the framework for Systematic Facilitation, using simple and effective tools that can be used to create dialogues with every voice of the system, and to experience how to “feel” the information by using the body to experience information through movement, the senses, sensations and feelings.

Learn to create basic spaces for Systematic Facilitation where you will be able to:

- Experience key organisational concepts (leadership, concern, tasks, etc.) through the body in order to generate deep conversations.
- Improve diagnostic sessions to fine tune your proposals to clients.
- Find common ground between opposites.
- Use the body to feel simple and complex lines of inquiry such as Dragon Dreaming, SWOT, change processes, etc.
- Put systematic structures, like the value triangle and group effectiveness, to work to enhance teams and organisations.

## 2 — The wherefrom Skills of the Systematic Facilitator.

### What drives the Systematic Facilitator?

In this model, we propose travelling to that place in each student that houses the ability to uphold whatever arises, without prejudice, with confidence and an inclusive outlook. It’s an invitation to discover the unique place in each person where the source to their potential resides. Various exercises will be used to explore the following topics:

- Who is your client, really? How does the client’s world interact with yours?
- How do you relate with your professional self, your values and your vision? How can you help a client to do the same?
- How is the attention needed for a Systematic Facilitation session developed? Where is this attention focused?
- How is critique handled? Who is really directed to?

## 3 — Spaces to... Turning meetings into “spaces to...”

One of the main contributions of SF to the world of organisations is the redirected focus of meetings, turning them into “spaces to”, with specific purposes and qualities. Spaces in which to make decisions, take care of ourselves, share, learn and teach, investigate your future and celebrate and integrate your past, come together as a team and reinforce your identity.

Each “what for” creates a different space with different qualities and different stakeholders. Some are obvious, like the facilitator, the place or the topics that are covered. Others, like the expectations, the invisible history or the hidden management of power are less obvious, but equally important. We will explore the following topics:

- What is affected by creating a space?
- What is the right pace?
- What stages have to be covered when generating an effective and thorough space?
- Why is calling the right meeting or having a shared agenda so important?
- What SF tools can help you to make better decisions?

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## Conflict

The deepest voyage...

In this module you will learn to identify and handle conflict, its source and whom it affects. What is involved in the conflict, the people or their duties? Is the conflict in the present, past or future? There are people who remain entangled in traumas that belong in the organisation's part, which prevents them from carrying out their activity in the present. Some organisations also yearn for people who played a special role in their history and who are no longer there. Either way, the resources available in the present are not fully utilised in many cases. How can everyone in the organisation be brought into the present so they can all look together to the future?

Sometimes problems belong to someone else in the org chart. Trying to solve them at the wrong level only creates temporary solutions, with the ensuing frustration.

Systematic Facilitation can be used to identify those attitudes that hamper team development, and to reveal the hidden dynamics that support these attitudes. It provides a different perspective on the patterns that give rise to them. It reveals the latent energy in conflicts so you can transform it and guide clients on the path to the best solution available at that moment. This module will cover the following topics:

- Systematic transformation.
- Managing and transforming conflict.
- Disidentifying roles.
- Systematic dynamics typical in organisations

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## The trade

Designing long-lasting processes

Systematic Facilitation has given birth to a new trade and to a new way of doing things. This module digs deeper into the everyday routine of a systematic facilitator: presenting a simple and appealing proposal to a client, correctly choosing the tool for the best intervention, or designing an effective, long-lasting process that combines the various tools learned.

We will select cases provided by the students, design processes for them and see which qualities are provided by the various perspectives. Once the most balanced approach is picked, it will be co-facilitated by the students. You will work systematically with a megastructure that will let you feel with your body the following milestones:

- The goal you want to reach.
- The latent resources available to you.
- The obstacles you will find along the way.
- What you lose and what you gain when you achieve this objective.



# Registration Enjoy a 12% discount by hiring the complete programme.

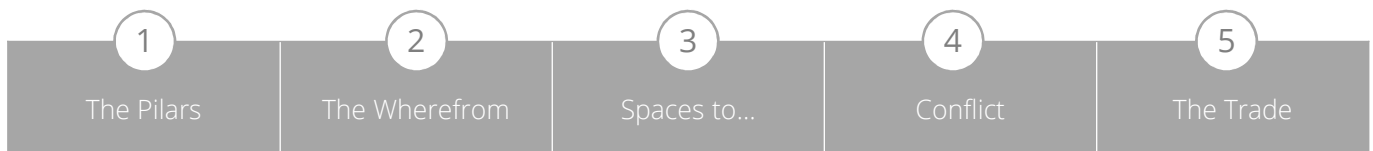
REGISTRATION OPTIONS	BASE PRICE	BASE PRICE (Includes discount)	TOTAL (Inc. 21% VAT.)
Hiring each <b>COURSE SEPARATELY</b>	650 €	-	<b>786 €</b>
Hiring <b>COMPLETE CYCLE</b>	3.250 €	2.860 €	<b>3.460 €</b>

**Full programme:** You can split the payment in 3 installments without losing the bonus. There will be an initial payment in which the amount corresponding to the first two modules, "The Pillars" and "The wherefrom" will be paid, a second payment that will include the third module, "Spaces to..." and a final payment corresponding to the last two modules of the course, "Conflict" and "The Trade". The three payments will be made before the start of the modules.

**Option course by course:** You can enroll module by module at Level. The price of each of the five modules is 650€ + VAT

**See website for financing terms.** Arise reserves the right to change the dates, prices and locations of the courses.

## Locations and schedules



### Systematic Facilitation **BARCELONA**

23/24 March '18

1/2 June '18

29/30 June '18

14/15 Sept. '18

26/27 October '18

30 Nov./1 Dec. '18

9/10 November '18

22/23 Feb. '19

15/16 March '19

26/27 April '19

24/25 May '19

28/29 June '19

### Systematic Facilitation **MADRID**

17/18 May. '19

### Systematic Facilitation **BILBAO**

16/17 March '18

4/5 May. '18

15/16 June '18

6/7 July '18

21/22 Sept. '18

### Systematic Facilitation **VALENCIA**

8/9 Feb. '19



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