

Flying the kites

Empowering Organizational
Development through a
Systemic Perspective

International Infosyon conference 2013

April 26-28 2013

Amsterdam, the Netherlands



It's in the air!

The next step

During the past decade, throughout the world, we learned a lot about the methodology of Organizational Constellations. Even if it develops, in different countries, a little faster or slower, I feel that we have, more or less, mastered the method now. And there is a shift in the air. A sense of moving from How do we do it? to What are going to use it for? 'It', being not only the constellations method but also the whole systemic approach to a better understanding of patterns in organizations and society - How can we understand them? and how can they change? What is the influence of a nonjudgmental and phenomenological attitude to the processes of change? How can we create conditions that invite and allow fields to change? We then find ourselves approaching an even deeper shift, to a place beyond organizational development. In this place, where organizations are embedded in, and in exchange with, society we encounter the great forces of social and societal development. By which larger movement are we taken? I deeply invite you to join this conference: to share, to present, to give and take, to meet, to laugh, to cry and to inspire the whole field of systemic work in organizations and beyond.

On behalf of the organizing team

A handwritten signature in black ink that reads "jan jacob" in a cursive, lowercase style. The signature is written on a white background.

Jan Jacob Stam



Focus and philosophy

The main focus of this conference is to share and bring a step further, the state of the art in how the systemic approach and organizational constellations are applied to serve organizational and societal development.

In many countries there are dedicated pioneers in this field. Usually they are practitioners in organizational constellations work and they know how to handle the phenomenon of a constellation. They are also familiar with the underlying approach of systemic phenomenological principles. We want to bring together these practitioners. Those who are using or want to use this approach to support organizations, and even society, to develop.

We will focus more on organizational development issues, such as merging, integrating ethnical minorities in companies, downsizing, branding and developing new products, decision making, team building, sustainable chains and so on, than on the method of constellations itself.

The aim is that participants go away with many new ideas on how to apply the approach, and feel connected to colleagues in many countries and to the field as a whole.

We consider the global field of systemic work in organizations to be the assignment-giver for this conference.

Neighbouring fields

Although the field of systemic work is the main focus, we would like to invite some wisdom from neighbouring fields to broaden our approach: Theory U (Triodos Bank Netherlands and consultants); really tough Organizational Development (OD) issues (Dr. Hans Vermaak, Interuniversity Centre on tough OD issues); the Resseguier approach (physiotherapy) on how to create healing fields.

We also feel the importance of connecting with young people, and so we aim to have 10-15 students from the field of OD.

Empowering the field

Our aim is to empower the field and its participants. So, for example, Katia Varga Del Rivero (from Mexico) will present her development of social constellations (constellating the key people and groups in a village to support local coherence and development). Following her presentation and demonstration, we would like all the workshop participants to find a way of working together that will bring out additional ideas on how to use this approach, how to take it on to another level. This

means that many workshops will last longer than the usual 1.5 or 2 hrs. We want each participant group to explore the presented issue further. This might mean that each workshop needs a moderator for this part of the process. (If the workshop presenter does not want to take on this role).

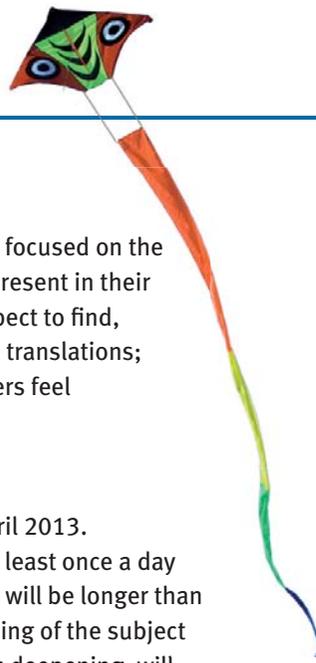
Three types of workshops

1. Colleagues from all over the world are invited to present their latest insights and findings on how to apply systemic work for OD and SD (Social Development)
2. Five Dutch CEOs and HR managers, all with constellations experience, will be present with 'their' systemic consultant. These business owners and HR professionals will present an issue which is currently challenging their organization. The consultant will facilitate a constellation with his/her client and issue, and afterwards the whole group will share its ideas and impressions, about the issue, from a systemic perspective. We aim to have issues from the fields of multinationals, (mental) health care, education, NGOs, government and social institutions.
3. Plenaries. During the three days of the conference we have planned some plenary workshops. We are very pleased that Arawana Hayashi (from the Presenting Institute in Boston) has agreed to lead a series of morning workshops exploring the development of the global village of systemic workers.

Participants and the next generation

We will welcome (a maximum of) 200 participants from all over the world, including non-western societies. Most of the participants will come from the field of organizational systemic work, but this work needs to invite and include future generation. In a sense it is what the field itself demands.

We believe that developing and sustaining really new ways of thinking and working, needs the congress to be a co-operation with participants of different generations. Because younger people have a different style of communication and approach, our organization will make extra efforts to include at least 20 people between the ages of 20 and 30: our invitation goes out to younger people of every culture and every country.



Language

The workshop language will be English. This will keep the energy focused on the work and also reduces costs. When necessary, participants can present in their own language and the organizers will arrange translation. We expect to find, among the other participants, people who are willing to do these translations; perhaps in return for a reduced fee. This will ensure that presenters feel comfortable, presenting in a language that suits them well.

The Program

The opening ceremony will begin at 10.00 Friday Morning, 26 April 2013. During the following three days there will be a plenary session at least once a day and parallel workshops in five separate rooms. These workshops will be longer than is usual at congresses, as we are aiming for a deeper understanding of the subject presented or the presenting team. This more profound focus, this deepening, will elicit new forms of co-creation from the close collaboration between the group and the presenters.

During our conference we will organize a boat trip through the canals of Amsterdam during one lunch break and, of course, a party on the Saturday night with live music. There will be many opportunities for participants to meet informally.

During the three days Infosyon will host their General Assembly (for Infosyon members only) and are also looking forward to celebrating their 10 year anniversary! The closing ceremony/event will be Sunday April 28 around 4 pm.

The Venue

The conference will take place in De Rode Hoed, a former 'Hide-away church' on the Keizersgracht, one of the beautiful canals in the centre of Amsterdam. Within walking distance there are many delightful cafes and restaurants for lunch or dinner.

Accommodation

We will make pre-reservations in three categories of local hotels: 1) €80-100, 2) €40 in StayOkay hostels, and 3) systemic workers in Amsterdam who are willing to host a participant as a guest – at no cost. The conference dates coincide with a very busy week in Amsterdam (the Queen's Day festival 30 April) so it would be wise to book a hotel early. When you contact us, we will give you the names of the hotels where we will have reserved rooms, and you can then call them and book for yourself.

Costs

Our aim is to make participation possible for people from all around the world and to keep the costs as low as we can. We realize that, for many of you, the travel costs will be considerable. For that reason we have planned the conference at a time when there are a number of systemic events taking place in Amsterdam and Europe (see Side Programs), offering the opportunity to make the most of your visit. The fee is €475. For Infosyon members it is €425. The fee includes the conference, tea and coffee, the Saturday evening party and at least one lunch or dinner together. It is cheaper for participants to get lunch/dinner in one of the nearby restaurants than to offer them in the conference centre.

Scholarships

A limited number of scholarships is possible. Together, Infosyon and the Hellinger Institute Netherlands will create a scholarships fund. The scholarships will offer support for a part of the travel costs, the conference fee or accommodation. To apply for a scholarship, send a letter to the organizing team and let us know your motivation for attending, the amount you want and for which costs. A joint committee from Infosyon and the conference organization will evaluate the applications.

Sponsoring

In order to make it possible for many people to come, we will be dependent on sponsoring:

- Comparatively 'rich' participants can sponsor all or part of the costs for a participant from a non-western economy. This type of sponsoring is anonymous.
- Certain Dutch participants will offer workshops during the same year, from which all the income will go to sponsoring one or more participants of the conference. We hope this inspires others in the field to do the same.
- Institutes around the world, who's main focus is the development of constellation work, will be approached to support a participant in tuition and/or airfare.
- We will see if we can get some European Community funding to allow young people to attend.

If you are interested in becoming a sponsor, we would be very happy to hear from you as soon as possible.

Call for sponsoring: if you want to sponsor, we would be very happy if you contact us.

Side-programs

- April 23-25: a three-day seminar with Matthias Varga von Kibéd and Insa Sparrer at the Felix Meritis venue, close to the venue of the Infosyon congress in the centre of Amsterdam. More information can be found at www.hellingerinstituut.nl
- April 30: Queen's Day, when the whole of the Netherlands, and especially Amsterdam, goes crazy - imagine the Rio carnival and you'll get an idea.
- May 2-5: the ISCA congress in Copenhagen. Together with Liv Thommesen, the organizer, we will cooperate and promote both our events. Go to www.connecting-fields.com
- May 6-12 (or thereabouts): the ISCA intensive in Bernried, Germany. More info at www.hidden-symmetry.com
- Bert Hellingers Summer Camp in Bad Reichenhal is usually held around this time of the year. More info at www.hellinger.com

The sequence of these events enables people from far away to attend more events and to have to pay only one air ticket.

Updates

As the program takes shape we will regularly update the webpage of the conference, and once you have registered you will receive email updates.

Call for interpreters

Presenters can speak in their own language. As the conference language will be English, we need volunteers who are prepared to translate one or more workshops into English. Most probably we will need translations from (at least) Spanish, German, Portuguese, French and Russian. If you want to help with translating, please contact us.



It's in the air!



Subscription

You can subscribe by filling in the subscription form at www.hellingerinstituut.nl (preferred way) or by sending an email to info@hellingerinstituut.nl with your contact details. Please mention if you are member of Infosyon.

By return you will receive a confirmation an invoice with payment information.

Call for papers, call for contributions!

If you want to contribute to this conference by presenting a workshop we encourage you to send your ideas to us. We are all, together with systemic work, still in the pioneering phase; systemic work is on the edge of becoming a valued and accepted approach for Organizational Development, and even for Societal Development. Your contribution to this field, your personal insights about how to apply systemic work for organizational and social development is vital to the success of the conference. The organizing team will evaluate how your contribution might fit to the time we have, with the program (as it develops), and with the desired diversity as a whole. We will contact everyone who submits an idea. We would like to receive your proposals by 1 September 2012.

Organization

The Bert Hellinger Instituut Nederland will organize this conference for and in cooperation with Infosyon, the international forum for systemic work in organizations. The websites of both organizations will provide full information on the conference.

Infosyon
www.infosyon.com

infosyon

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