System, the Effect of the Empathic Part

The Alpha Role → Position Dynamics Clarifies the Position

What?
- Recognizing the roles in a group (Alpha, Beta, Gamma and Omega)
- Taking the Alpha role
- Using the lifecycle phases of a group/system

When and why?
- Chaos in a team and non-achievement of the objective
- No leadership
- Violations of the hierarchical order
- Staff under-/overworked by inappropriate targets

Objectives
- Taking and consciously living the Alpha role
- Establishing and using supporters in the group
- Leading with confidence by accepting feedback, integrating "troublemakers" and making a stand against "people trying to take over your role"
- Increasing performance and reducing the load on the team by focussing on what matters

Who?
- Groups, managers, team leaders

How?
- 2+1 day(s) (6 week break in between for reference purposes)
- Team or one-to-one setting

Method
- Position/group dynamics theory, "Omega castling", Improvisational theatre, *group* dynamics exercises

Groups & Conflicts → Sensibility and Empathy

What?
- Getting to know the dramaturgy of conflict
- Learning the dynamics of drama, recognizing your own preferred role in the drama triangle
- Learning to recognise, put up with and stop conflicts

When and why?
- Conflicts
- Conflict-ridden working atmosphere
- Recurring conflict situations
- Bullying

Objectives
- Recognising the sources and potential outcomes of a conflict
- Dealing confidently with manifest conflicts
- Preventing conflicts
- Resolving latent and acute conflicts
- Using conflict as catalyst for team development and establishing values
- Learning and understanding the structure of a conflict

Who?
- Teams in conflicts and to prevent conflicts

How?
- 2+1 day(s) (6 week break in between for reference purposes)
- Team setting

Method
- Drama dynamics, psycho dynamics, improvisational theatre, forum theatre

System Culture/Changing Values → Valuable Managers with Values

What?
- Eliciting and establishing values in a team or organisation
- Creating a shared value base
- Turning values into actions
- Open and genuinely appreciative behaviour
- Appreciation versus false harmony
- Recognising and changing restrictive beliefs

When and why?
- Non-achievement of corporate objectives, high fluctuation and lack of employee retention and loyalty
- Conflicts
- Fusions, mergers & acquisitions: when different organisational cultures meet

Objectives
- Establishing a shared and practiced organisational culture
- Strengthening employee retention and loyalty
- Becoming an attractive employer through clear and practiced values
- Competitive advantage

Who?
- Top management in times of change (e.g. fusions, mergers & acquisition, corporate restructuring programmes)

How?
- 3 x 2 days
- Group setting (management teams)

Method
- Value elicitation, changing beliefs, value-based innovation process, crowdsourcing, Aristotelian model, Schopenhauer process, reflection exercises, trance, Time Line®