



Ty FRANCIS, MEUS LTD

hosted by

Lynne BURNEY, LKB Associates



ORGANISATIONAL TRAUMA AND CONSTELLATIONS

Overview

Trauma-informed work in organisations represents an emerging field of practice. While much attention has been given to working with traumatised *individuals*, the question of whether a whole organisational *culture* can be traumatised – and how to work with such a wounded culture – has been largely ignored. Yet as Vivian and Hormann (2013) point out,

“Unaddressed organizational trauma – whether sudden or cumulative – causes serious harm and can be catastrophic for organizations. It negatively impacts service delivery, compromises work with clients, and weakens the organization’s ability to respond to internal and external challenges. Over time the unhealed effects of trauma and traumatization compromise the organization’s fundamental health.”

In this 2-day, in-person workshop, hosted and organised by Lynne BURNEY of LKB Associates, we will explore the topic of Organisational Trauma through inputs on leading edge theory, exploration of case studies, group discussion and enquiry, and – importantly – through the medium of practical, experiential work with Organisational Constellations.

Structure & Ethos

This highly participative programme will be structured around both the exposition of current thinking about Organisational Trauma, and also the exploration of ‘live’ consulting / coaching issues brought by you as participants.

This exploration will be both dialogic and through the medium of Organisational Constellations. We will explore case studies from Ty’s own consulting work as well as those brought by you as participants. While the teaching style responds to the needs of the group as they arise, core content will include:

- Defining what we mean by ‘organisational trauma’ and exploring the question of whether and how a culture can be traumatised.

DATES:

29th & 30th May 2024

HOURS:

29th May 2024 : 10H - 18H

30th May 2024 : 09H - 17H

PLACE:

21, rue Yves Kermen
« Villa Virginia »
92100 BOULOGNE
BILLANCOURT

ACCESS:

Bus : 123 ou 289

« Pont de Billancourt »

Tram : T2 « Les Moulineaux »
(10-12 mins à pied)

Métro : 9 « Marcel Sembat »
(10-12 mins à pied... ou bus
123)

PRICE: 800 € (+ VAT 20%) =

960 € VAT included

**Number of places limited to
12 people max**

- Diagnosing 'organisational trauma' – the typical signs and symptoms of different types of cultural trauma and how it is different from stressed cultures.
Introducing a practice framework for dealing with Organisational Trauma – basic principles for working in ways that are systemic, embodied and emergent.
- Where does the practice of Constellations fit? When might Structural or Phenomenological Constellations be more suitable?
- The application of systemic principles (*'The Orders of Love'*) to culture-change where trauma is suspected.
- Practices for 'constellating without the constellation'.
- The importance of the practitioner's stance, presence and grounding – what skills and capacities do practitioners working in this field need to cultivate?
- How to 'hold' a 'triggered' client and practices for dealing with traumatised individuals in workshop and individual coaching sessions.



Attention will be given to co-creating a safe and confidential working environment where deep personal enquiry can be fruitful, so participants are encouraged to bring their own client cases for exploration and supervision.

Please note that the workshop will be conducted in the English language.

Who Should Attend?

This workshop is for anyone who wishes to gain an introduction to current thinking about Organisational Trauma and gain practical experience of working systemically through the medium of Constellations. In particular, this workshop might benefit professionals engaged in culture change and transformation, as internal or external practitioners. Experienced coaches, consultants, constellators and facilitators working in commercial, public and community settings will gain value from attending.

If you are not sure whether this workshop is right for you, please contact Lynne BURNEY : 06 85 10 19 89 or Olivier HEROLD : 06 31 16 05 87 for an interview prior to your registration.

Price and Refund Policy

The workshop fee for this 2-day programme, is 800 € (+VAT 20%) = **960 €** VAT included, per person.

The cancellation conditions are as follows: in the event of cancellation of your registration before the start of the training, compensation will be due to the defaulting trainee as follows:

- less than 15 days before the start of the workshop: 50% of the total amount will be invoiced to you or your company.
- less than 8 days before the start of the workshop: 100% of the total amount will be billed to you or your company.

Leading the workshop



Ty is an experienced Organisational Development professional with over 35 years of coaching and consulting experience at senior levels in global corporations, and in the Government & Public sectors. His doctoral research as a social psychologist was in the field of breakthrough and transformation. He is a Constellations teacher and systemic practitioner, and has published numerous articles on systemic practice generally, and specifically on new directions in Gestalt coaching and on Constellations Supervision. The founder and a director of *meus*, Ty's abiding interest is in creative and compassionate approaches to leadership and organisational transformation. Ty was one of the first Organisational Constellators in the UK and pioneered the development of this work in businesses over 25 years ago, with Judith Hemming and

through the nowhere group.

Nota

LKB School of Coaching has hosted workshops with Ty FRANCIS, in Paris, since 2017. Lynne BURNEY, founder of the LKB School of Coaching in 2000, trained with Ty over a period of 7 years. She is deeply grateful to him for his support in creating her own systemic coaching program with constellations in 2020. She now trains coaches and consultants in this very exciting field.



LKB Associates
Lynne BURNEY
+33 (0)6 85 10 19 89
www.lkb-coaching.com
lkb@wanadoo.fr

MEUS
Ty FRANCIS
+44 (0)7774 171 830
www.meus.co.uk
ty.francis@meus.co.uk

ORGANISATIONAL TRAUMA & CONSTELLATIONS

Registration form

SURNAME:

FIRST NAME:

ADDRESS:

ZIP CODE & CITY:

CELL:

EMAIL:

NAME OF COMPANY TO BE INVOICED:

ADDRESS:

Payment by bank transfer (960 €):

LKB Associates

IBAN: FR76 3006 6102 5100 0103 7100183

BIC: CMCIFRPP

Or

By check (960 €) payable to LKB Associates and send to the following address:

LKB ASSOCIATES – Lynne BURNEY

19, promenade Paul Doumer

92400 COURBEVOIE

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Date:

Signature: