




# ORSC™ Intelligence: a Roadmap for Change

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## Overview

Change is inevitable, constant, and necessary, and the ability to navigate change is a hallmark of systemic health. In this three-day course, you will explore and map the role emotions play in human relationship systems and learn how to help others establish a “locus of control.” This paradigm shift will enable them to embrace the idea that change is a normal phenomenon--the key to systemic evolution.

This course provides a robust toolkit for increasing emotional resilience in the face of change. You'll also learn a skill set that supports clients in dealing with difficult circumstances with dignity and wisdom, moving from Emotional Intelligence and Social Intelligence to Relationship Systems Intelligence.

## Edges

The Edge is the line between the known and the unknown—it is at the limit of what we know about ourselves. Any time you try a new behavior or idea or perspective, you are crossing an Edge.

As long as teams and individuals grow and change, there will always be new frontier and edges to explore. Coaching groups and teams at the edge is frustrating, scary, exhilarating and highly necessary.

In this course, you will explore your edges, and learn how to coach your clients over their edges.

Some examples of the edges your clients might face include:

- A shy person who has to make presentations to large groups as a requirement of her new job.
- A company that must downsize or close its doors.
- A family facing a bankruptcy or foreclosure

*“As a Marriage Family Therapist and Collaboration Consultant, my primary focus and training has been around helping clients overcome fears and homeostatic forces so they could grow, change, and expand their capacities and relationships.*

*After taking the Intelligence course, I was amazed to discover perhaps the most powerful and profound model yet, Edges.*

*The tools and processes have enabled me to help me and my clients cross edges into significantly greater ranges and depths of being and doing.”*

*Sunny Sabbini, M.A., LMFT  
Growing Collaborations*

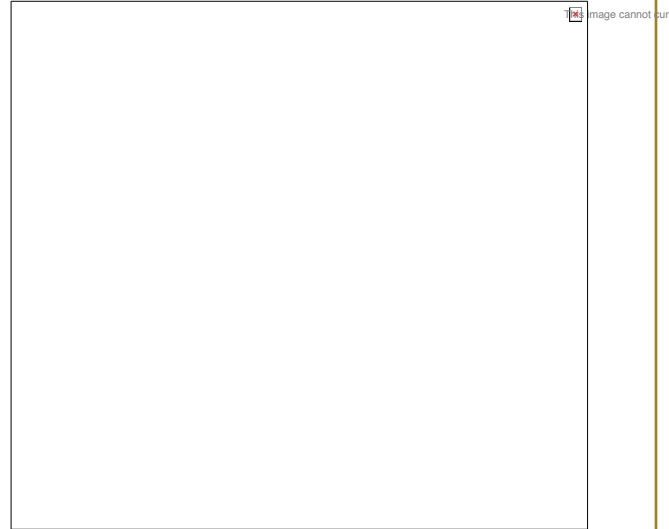


# ORSC™ Intelligence: a Roadmap for Change

## Learn the 7 Keys to Creating Change

By practicing these skills in the Intelligence course, you will acquire greater fluidity and agility in your coaching approach, and be equipped to set the ground conditions for change.

- Internalize an entirely new model for coaching organisations, teams, couples and individuals based on Arnold Mindell’s Process Work.
- Access and integrate systems intelligence from multiple channels (visual, auditory, proprioceptive, kinesthetic, relational, environmental) in order to successfully manage change.
- Leverage change management theory to create the ground conditions for team and organisational resilience.
- Master coaching techniques for deepening and managing emotionally intense issues in both organisational and intimate relationships.
- Identify and diminish highly negative conflict styles and team toxins.
- Discover the power of Deep Democracy with, and for, your clients, which insists that all the voices of a system be heard and honored -- even the unpopular ones, because only then will the system be ready for change.
- Increase positivity within business, non-profit and personal relationships through the application of appreciation loops and dream doors.



Some edges are easier to cross than others...and some people have to cross and re-cross them many times before the new reality can manifest. This is why we say that the path of change is rarely a straight line, but more often a zig-zag.

### ICF Accredited

ORSC is the only ICF accredited relationship systems-based training for coaches, consultants, trainers and therapists.

***“You must do the thing you think you cannot do.”***

***Eleanor Roosevelt***

***UPCOMING TRAINING DATES IN DUBAI***

***14-16 September 2017***

**REGISTER TODAY!**

Email us at [info@berlotgroup.com](mailto:info@berlotgroup.com) for more information or call us on +971 4 4569522



# ORSC™ Intelligence: a Roadmap for Change

## Agenda

### Day One

- 10:00 Secondary Identity Exercise
- 10:15 Introductions
- 10:30 Context of Change Theory  
EQ and the relationship river. Review the process relationship coaching metaphor
- 11:30 Break
- 11:45 Signals, Channels & Double Signals Discussion
- 12:00 Signals Demonstration
- 12:20 Coaching Practice in Pairs
- 12:40 Unfolding Skills Practice in Pairs
- 1:00 Primary Process, Secondary Process and Edge Discussion
- 1:15 Lunch
- 2:30 Examine Edge Behaviors
- 2:45 Open Season Exercise
- 3:20 Break
- 3:30 Unfolding the Four Horsement Demonstration
- 4:00 Scenario Coaching Practice in Triads
- 5:30 Appreciation Loop Demonstration
- 5:45 Homework Assignments
- 6:00 Adjourn

### Day Two

- 9:00 Homework Debrief
- 10:30 Spiritual Warriorship Discussion  
*The system uses individuals to express conflict and disturbance in the quest for change.*
- 10:30 Review Edge Behaviors and How to Cross Them
- 11:00 Double Edges in the Third Entity Discussion
- 11:30 Double Edge Demonstration
- 11:45 Break
- 12:00 Edge Coaching Practice in Triads
- 12:30 Lunch
- 1:45 Edges and Change Theory Discussion
- 2:45 Edges and Change Management Exercise
- 3:00 Change Theory Coaching Scenarios
- 4:15 Break
- 4:30 Realm Theory Discussion
- 4:45 Homework Assignments
- 5:00 Adjourn



# ORSC™ Intelligence: a Roadmap for Change

## Agenda

### Day Three

- 9:00 Homework Debrief
- 9:30 Designed Alliance Check-in
- 10:00 Deep Democracy Process
- 11:00 Break
- 11:15 Planning from Deep Democracy Process
- 12:00 Lunch
- 12:45 Community Salon
- 1:15 Coaching Scenarios in Pairs
- 2:15 Large Group Debrief
- 3:15 Break
- 3:30 Coaching Scenarios in Small Groups
- 4:30 Mural Work
- 4:45 Visage Dream Door Exercise
- 5:00 Adjourn



# ORSC™ Geography: Roles & Structure

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## Overview

Geography is the second course in the ORSC Training Series, and builds upon the theories and MetaSkills brought forth in the Fundamentals and Intelligence courses. It is, so to speak, where the rubber meets the road. When we start to develop relationships, at work or in our families, we create semi-permanent structures. Geography explores how to recognize and nurture those structures. The two primary components of the Geography course are Lands Work and Roles.

## Lands Work

Diversity is a requirement for creativity—it provides the raw materials necessary for a dynamic yet stable relationship system that is capable of evolution. However, differences can also create confusion, misunderstandings and barriers to growth when they are not embraced. “Why don’t you do things my way?” “Why don’t you value what I value?” “Why don’t you approach problems the way I do?” “Why can’t you be more like me?”

If you’ve ever worked with a client who is “stuck,” in this kind of thinking, you’ll appreciate the simple and elegant tools this course provides for moving beyond that place. Lands Work allows participants to develop an awareness of the diversity and differences which people add to a system and proactively create from these differences, while flexing their empathic abilities.

## Roles

Often people become identified with the job they are doing, whether that job be a physical task they are performing (an “outer role” like a CEO or Teacher) or an emotional job for which they feel responsible (an “inner role” like being the peacemaker, or the one who speaks up about things). This course examines the distinction between the person and those many roles that can be occupied consciously, intentionally and skillfully.

De-personalizing the roles that exist in a system opens up new possibilities for how those roles interact. When issues arise for your clients, you’ll be equipped to help them look at a role that needs to be occupied differently, and move beyond blame, guilt and personal failure.

*“Geography is a practical, tool driven, and fascinating course. I left with a number of fresh insights, new tactics and a deeper understanding of the underlying structure of relationships. The very next day, I was able to put many of them into practice within my corporate environment and executive coaching practice.”*

*Jim Kelly CFP, CPCC, Assistant Vice President  
Retail Sales and Marketing, Prairie Region  
Canadian Western Bank*

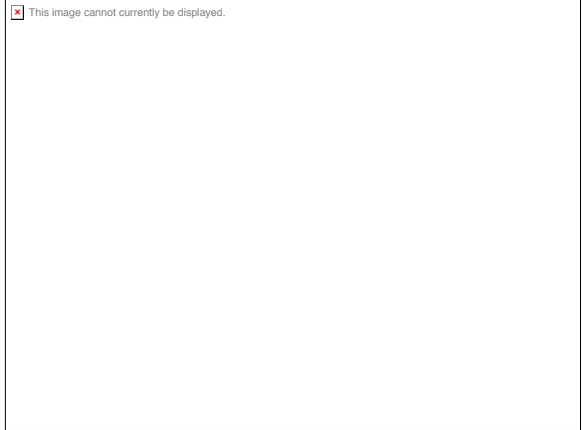


# ORSC™ Geography: Roles & Structure

## Course Objectives

The Geography course is designed to give you a broad and practical approach to working with many of the functional structures of relationship.

- Understand the function of relationship structures, (for example, outer and inner roles) for providing stability to relationship systems of all kinds.
- Recognize the need for periodic change in these structures in order to avoid “role nausea” and role rigidity over time.
- Have a concrete model and tools for working with diversity issues in relationships (My Land, Your Land, Our Land). You will have practiced these techniques in personal and organisational scenarios.
- Be able to assess the role of internal aspects of selves (secret selves) in relationship and have a tool for coaching them.
- Be aware of the impact of cultural biases on relationship systems and have tools for coaching that impact. You will practice these tools through personal and organisational scenarios.
- Have tools for creating greater empathy around individual and organisational differences, and be able to creatively harness those differences.
- Have the opportunity to explore professional practices relevant to Relationship Systems coaching (building the niche, networking, consultation, practice building, etc.)



*Before we can appreciate the differences among us, we must understand them. You must recognize your own individual view of the world—your “Land”—before you can compare it to another’s Land.*

## ICF Accredited

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*The proper means of increasing the love we bear our native [land] is to reside some time in a foreign one.”*

*William Shenstone*

## UPCOMING TRAINING DATES IN DUBAI

**12-14 October 2017**

## REGISTER TODAY!

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# ORSC™ Geography: Roles & Structure

## Agenda

### Day One

10:00	My Land Visualization Exercise
10:15	Introductions
10:30	My Land, Your Land, Our Land Exercise <i>Pair up for this exercise to learn more about each other's "Land" – its laws, biases, customs prejudices and policies</i>
11:30	Break
11:45	Group Debrief about Bridging Differences
12:00	My Land, Your Land, Our Land Demonstration
12:20	Coach Scenarios in Triads
1:30	Lunch
3:00	Practice Applying Lands Work™ Tools
4:30	Break
4:45	Visual Representation of Systems Demonstration
5:00	Visually Constellate a System Pairs Exercise <i>Gain a meta-view of what is happening within the system.</i>
6:00	Adjourn

### Day Two

9:00	Homework Debrief in Triads
10:30	Relationship Strata (The Geology of Relationships) <i>The four strata of relationships are outer roles, inner roles, secret roles and ghost roles</i>
10:30	Outer Roles Discussion
11:00	Working with Outer Roles Exercise
11:30	Break
11:45	Inner Roles Demonstration
12:00	Inner Roles Exercise in Triads
12:30	Lunch
1:45	Discussion and Visualization about Secret Roles
2:15	Secret Role Exercise in Pairs
2:45	Marginalized Aspect Exercise
3:00	Group Debrief
3:15	Break
3:30	Coaching Secret Aspects Demonstration
4:00	Secret Aspects Exercise in Triads
4:45	Homework Assignments
5:00	Adjourn

# ORSC™ Geography: Roles & Structure

## Agenda

### Day Three

- 9:00 Homework Debrief
- 9:30 Secret Selves and De-triggering Discussion
- 10:00 Recognizing Triggered States Exercise in Pairs
- 10:30 Break
- 10:45 De-triggering Demonstration
- 11:15 De-triggering Exercise in Triads
- Triggered selves impact our ability to function in a relationship.*
- 12:45 Lunch
- 2:00 Zoological Defenses Discussion
- 2:15 Ghost Roles Discussion
- Ghost roles are invisible third-party presences that impact the emotional field.*
- 2:30 Ghost Roles Demonstration
- 3:00 Break
- 3:15 Coaching Ghost Roles Scenarios in Triads
- 4:30 Debrief
- 4:45 Aspects Ball Activity
- 5:00 Adjourn



# ORSC™ Path: Vision & Potential

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## Overview

Relationships are inherently generative--they produce something the moment two or more people get together. What is created may be feelings or stories or plans or ideas. It could be something as mundane as a task list or as profound as a baby. In this course you will focus on partnerships as a creative force, and examine sophisticated concepts like the Path of Relationship, Quantum Physics and Dreams while exploring how to create a shared vision and a strategic plan for achieving that vision.

If you've ever worked with a client who is "stuck," in this kind of thinking, you'll appreciate the simple and elegant tools this course provides for moving beyond that place. Lands Work allows participants to develop an awareness of the diversity and differences which people add to a system and proactively create from these differences, while flexing their empathic abilities.

## The Path of Relationship

Relationships, personal and professional, are paths to growth. In order to maximize the power and potential of relationships, one must understand the different levels of reality in which relationship dwells, and then become more fluid at moving among those levels. In this course, you will learn how to help your clients choose what they create.

## Roles

Often people become identified with the job they are doing, whether that job be a physical task they are performing (an "outer role" like a CEO or Teacher) or an emotional job for which they feel responsible (an "inner role" like being the peacemaker, or the one who speaks up about things). This course examines the distinction between the person and those many roles that can be occupied consciously, intentionally and skillfully.

De-personalizing the roles that exist in a system opens up new possibilities for how those roles interact. When issues arise for your clients, you'll be equipped to help them look at a role that needs to be occupied differently, and move beyond blame, guilt and personal failure.

*"Geography is a practical, tool driven, and fascinating course. I left with a number of fresh insights, new tactics and a deeper understanding of the underlying structure of relationships. The very next day, I was able to put many of them into practice within my corporate environment and executive coaching practice."*

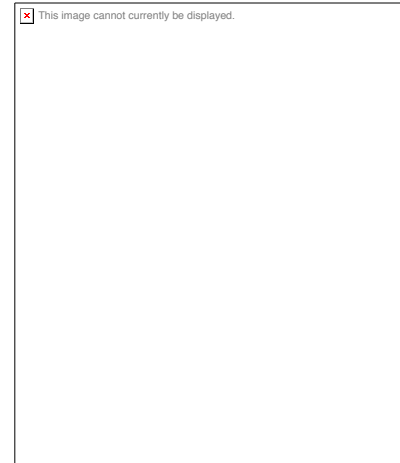
*Jim Kelly CFP, CPCC, Assistant Vice President  
Retail Sales and Marketing, Prairie Region  
Canadian Western Bank*

# ORSC™ Path: Vision & Potential

## Course Objectives

By the completion of this course, you will:

- Understand the theory and application of the Three Levels of Reality and how they are critical to the healthy functioning of relationship systems of all kinds.
- Be able to uncover and coach the conscious and unconscious fears that impact relationship behaviors (High/Low Dream).
- Know the theory for identifying the deep meaning of each relationship system and have the tools to assist clients in accessing it (Relationship Myth).
- Understand the function of relationship myth as a governing structure for relationships of all kinds and the need for myth change over time.
- Have tools for working with myth and myth change and have a chance to practice those tools with personal and organisational vignettes.
- Have a tool for creating conscious and intentional emotional fields to support specific coaching situations (MetaSkills™ Wheel).
- Possess a set of large-scale tools for bringing an organisational vision down into practical reality (Bringing Down the Vision).
- Know at least three techniques for exploring the transpersonal aspects of relationship systems; (Myths, MetaSkills™, and Partner as Aspect of the Divine Dreammaker).



*This model (inspired by Arnold Mindell's work) is a metaphor that depicts how things manifest through Quantum Levels to everyday reality.*

## ICF Accredited

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*"We all move on the fringes of eternity and are sometimes granted vistas through the fabric of illusion."*

*Ansel Adams*

## UPCOMING TRAINING DATES IN DUBAI

*9-11 November 2017*

## REGISTER TODAY!

Email us at [info@berlotgroup.com](mailto:info@berlotgroup.com) for more information or call us on +971 4 4569522



# ORSC™ Path: Vision & Potential

## Agenda

### Day One

- 10:00 Welcome Exercise
- 10:15 High Dream - Low Dream Discussion
- 10:30 High Dream - Low Dream Exercise in Pairs
- 11:00 Debrief
- 11:15 Logistics
- 11:30 Break
- 11:45 The Way of Relationship Demonstration
- 12:15 Coaching Exercise in Pairs
- 1:00 Debrief
- 1:15 Lunch
- 2:30 Relationship Myth Discussion
- 3:30 Break
- 3:45 Working with Myth Change Demonstration
- 4:15 Coaching a New Myth Practice
- 5:15 Debrief
- 5:30 Metacouple Discussion
- 6:00 Adjourn

### Day Two

- 9:00 Homework Debrief
- 9:30 Levels of Reality
- 10:00 Shambhala Bow
- 10:10 MetaSkills Discussion
- 11:00 Break
- 11:15 MetaSkills Coaching Exercise in Pairs
- 11:45 Debrief
- 12:00 Lunch
- 1:15 Sandbox Coaching a Partnership
- 2:15 Debrief
- 2:30 Word Channel Discussion
- 2:45 Discovering Essence Demonstration
- 3:00 Essence Exercise in Small Groups
- 3:15 Debrief
- 3:30 Quantum Flirts Demonstration
- 4:00 Quantum Flirt Coaching in Pairs
- 4:45 Homework
- 5:00 Adjourn



# ORSC™ Path: Vision & Potential

## Agenda

### Day Three

- 9:00 Homework Debrief in Triads
- 9:45 Review Levels of Reality
- 10:00 Applying the Three Levels of Reality to System Work Discussion
- 10:45 Bringing Down the Vision Discussion
- 11:00 Harvesting the Vision: a Group Process
- 11:30 Consensus Reality Brainstorming
- 12:00 Dreaming Up Discussion
- 12:15 Lunch
- 1:30 Partner as Truth Teller Demonstration
- 2:00 Partner as Mirror Coaching Practice in Triads
- 3:00 Break
- 3:15 Debrief the Coaching Practice
- 3:30 Dreaming the Divine Discussion
- 3:45 Visualize the Divine Discussion
- 4:00 Debrief
- 4:15 Certificates and Evaluations
- 5:00 Adjourn



# ORSC™ Systems Integration : Moving Towards Mastery

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## Overview

Systems Coaching Integration: Moving Toward Mastery is the final course in the organisation and Relationship Systems Coaching™ curriculum. This three-day advanced course provides a learning space where you can deepen and hone the skills of organisation and Relationship Systems Coaching™.

This course integrates the dimensions of Intelligence, Geography, and Path through hands-on practice, group supervision, a deepened understanding of the underpinning of the model and practice, practice, practice.

## Worldwork MetaSkills

As participants move from coaching individuals and pairs to groups and organisations, they are embarking on a path to Worldwork--impacting the consciousness of the world through their actions. This transition requires a new set of MetaSkills to which students will be introduced, including: Non-attachment, Energetic Awareness, Disturbance as Ally, Meta View, Crazy Wisdom, Service and Deep Democracy.

Worldwork is a state of being as well as doing. Working with groups can be challenging, requiring coaches and consultants to manage their own feelings, be aware of individual interactions and monitor emotional fields, all while maintaining awareness of the entire system. Your ability to “hold it all” will improve if you can maintain a stance in the midst of the storm.

## Group Coaching

Group coaching occurs when a coach or consultant engages with more than two people. The skills and tools used in the Deep Democracy process transfers perfectly to group coaching. The stages of this process, which you’ll learn in Systems Integration, include: Filtering/Sorting, Gaining Consensus, Identifying Roles and Ghost Roles, Locating Edges and Hot Spots, Escalation and De-escalation, and finally Temporary Resolution.

*“Thanks to Systems Integration (my favorite course in the ORSC series), I now have specific relationship systems tools and skills and am fluent in their use.*

*I especially appreciated getting the time to practice and play with most of them in this course. I feel so confident in their application!”*

*Nidhi Gupta, CPCC, TCI  
President, Global Visions Coaching*

# ORSC™ Systems Integration : Moving Towards Mastery

## Course Objectives

The Systems Integration course is designed to help students practice individual tools, combine skillsets to meet a variety of scenarios and master MetaSkills.

- o Deepen your understanding of the relationship dimensions of Relationship Intelligence, System Geography and Relationship Path and their different contributions to organisation and Relationship Systems Coaching.
- o Practice integrating the skills and tools of Relationship Intelligence, System Geography and Relationship Path so that these can be utilized fluidly and flexibly as the situation demands.
- o Increase your confidence as an organisation and Relationship Systems coach, consultant, therapist or counsellor.
- o Add new practical tools and skills to your coaching toolkit.
- o Receive additional training in group coaching.
- o Practice, practice, practice!
- o Create community and have fun!

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*Systems Integration is the course that “brings it all together,” allowing coaches, trainers and facilitators to practice in a safe environment while being carefully supervised and coached by instructors and peers.*

## ICF Accredited

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*“I can never be what I ought to be until you are what you ought to be; and you can never be what you ought to be until I am what I ought to be.  
This is the inter-related structure of reality.”*

*Martin Luther King, Jr.*

## UPCOMING TRAINING DATES IN DUBAI

*7-9 December 2017*

## REGISTER TODAY!

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# ORSC™ Systems Integration : Moving Towards Mastery

## Agenda

### Day One

- 10:00 Shambhala Bow Greeting
- 10:15 Worldwork MetaSkill Wheel Discussion
- 10:30 Worldwork MetaSkill Wheel Exercise
- 11:15 Logistics
- 11:30 Learning Groups around Dimensions Exercise
- 11:45 Integration Exercise
- 12:45 Lunch
- 2:00 Review Relationship Systems Coaching Tracking Sheet
- 2:15 Debrief
- 2:30 Coaching Scenarios in Triads
- 3:30 Large Group Debrief
- 3:45 Break
- 4:00 Intelligence Review & Coaching Exercise in Triads
- 4:30 Geography Review & Coaching Exercise in Triads
- 5:00 Path Review & Coaching Exercise in Triads
- 5:30 Large Group Debrief
- 5:45 Homework
- 6:00 Adjourn

### Day Two

- 9:00 Homework Debrief in Triads
- 10:15 Cheerful Chaos MetaSkill Exercise
- 10:30 Review Large Groups Skills in Dimensions
- 10:30 Systems Entry Discussion
- 11:00 Team Coaching Exercise in Triads
- 11:15 Break
- 11:30 Organizational Coaching Interview Practice
- 11:45 Review Strengths and Challenges
- 12:00 Brainstorm Interventions
- 12:15 Intervention Coaching Practice
- 1:00 Lunch
- 2:15 A Great Wind Blows Exercise
- 2:45 Team Coaching Practice
- 3:00 Interview Practice
- 3:30 Brainstorm Strengths and Challenges
- 3:45 Group Coaching Scenario Practice
- 4:45 Homework Assignments
- 5:00 Adjourn



# ORSC™ Systems Integration : Moving Towards Mastery

## Agenda

### Day Three

- 9:00 Homework Debrief
- 9:30 Embedded Issues Discussion
- 9:45 Embedded Issues Exercise
- 10:15 Brainstorm Approaches
- 10:45 Break
- 11:00 Integration Coaching Practice in Triads
- 11:45 Debrief
- 12:00 Lunch
- 1:30 Review Worldwork and Community Building
- 2:30 Debrief
- 2:45 Break
- 3:00 Closing Discussion for Learning Groups
- 3:30 Appreciation Seat Activity
- 4:15 Closing Exercise
- 5:00 Adjourn