

Workshop - Experience an organisational context

This document describes the structure and content of the workshop to experience being part of an organisation. For more information on the context of this workshops and on how and why we apply the systemic constellation method, please visit: www.seedsandleaves.nl.

Practical information

- Duration: 2-hours in total
- Trainers: 1-2
- Participants: 8 to 20, we worked with students for whom the medical organisation was new
- Location: outside or any room without chairs and tables that are in the way

Aim or learning goals

After the workshop, participants:

- know about social systems and the systemic perspective;
- experienced how the social context triggered bodily sensations and they reflected on it;
- are more aware that the social context influences their well-being and functioning.

The workshop contributes to the development of a systemic perspective among the participants.

Structure

Part	Time	Activity
Start	15 min.	- Welcome and introduction of the setting and trainers - Short exercise - Brief introduction of the systemic approach - Explain why we do this workshop and how it fits in the students' learning and the curriculum
Constellation – experience medical organization context	45 min.	- In groups - Aim: to experience systemic feeling and to play with roles, structure and situations
Conclusion and collective 'harvest'	15 min.	- Collect: What stood out for you, or what did strike you the most during the workshop. What can you incorporate into your daily life? - Answer questions and conclude

Content

After the trainer gives a brief introduction, the participants are split up into groups of five, creating 3-4 groups. Our focus was the hospital setting the participants (students) will soon start to work in. Therefore, each groups receives 5 different roles (as floor tiles) that are often seen in the hospital and make up the environment:

- Medical student/trainee
- Fellow Medical student/trainee
- Junior doctor
- Medical specialist
- Nurse

Participants are invited to place the roles on the floor in a way that they feel it resembles their reality. Then they place themselves on the floor tiles to experience the constellation and share their sensations and views with each other. Subsequently, they can change the arrangement and try different roles. This way they can see the constellation through different perspectives. After

Please keep in mind that our research is not funded by the University or an external funder. We are happy to share our insights and our materials with you. Please refer to: Salome Scholtens PhD, Dept of Health Sciences, University Medical Center Groningen, the Netherlands, when using it. You can contribute to our work via the website www.seedsandleaves.nl. For questions, remarks or suggestions please contact me via: s.scholtens@umcg.nl



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approximately 15 minutes the trainer hands over an additional roles (floor tile) to the groups: 'patient' and asks the participants to place the patient in the constellation. What changes to the constellation? After another 15 minutes the trainer introduces a new situation for the constellation: 'imagine that there is an emergency'. What changes to the constellation? The participants are encouraged to walk around and try out different positions. Between all steps, the facilitator asks the group to make sensations and views explicit. After the constellation is closed, all participants sit down again and there is a moment for reflection and harvesting.

