

Workshop - Team functioning

This document describes the structure and content of the workshop on team functioning. 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 medical students
- 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;
- experienced the systemic level and the difference with the personal level;
- are more aware that the social context influences their own well-being and functioning as well as of the team;
- are more aware that they have different roles and positions in different systems.

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 of the project team	20-30 min.	One constellation per team, so in total 2 to 4 constellation rounds, consisting of an interview, systemic constellation and harvest
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 - Conclude

Content

Our focus was on functioning of the student project team, but this workshop can be done with any other kind of (project)teams. There are 2 to 4 teams present at the workshop. All team get the opportunity (one by one) to do a constellation of their team. In a short interview the team is asked about the project, the collaboration within the team and with stakeholders. Together with the students a question or a focus point is deduced from the interview. To start the constellation, the facilitator asks the team to name four functions or elements they encounter in the context of their project and invites the team to pick four representatives from the student observers. The four participants that represent the four elements stand up and take up a self-chosen position in the room. The facilitator supports the process and makes views, feeling and ideas explicit by asking questions like "What's changed for you, when...?", "Where is your focus?", "To what do you feel



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connected?". Secondly, the facilitator invites the team members to position themselves (as themselves) within the constellation at a position that best represents their own position at this moment in the team. Thirdly, all members of the team are asked to explore other positions. The elements are asked not to move. Specifically, the facilitator asks the individual members of the team to sense from which place in the constellation they would be most effective for the project (or the teamwork), where they could contribute in a different way, or where they could learn the most. The participants are encouraged to walk around and try out different positions. Between all steps, the facilitator asks the team and the audience to reflect on the constellation and make sensations and views explicit. After the constellation is closed, all representatives and team members sit down again and there is a moment for reflection and harvesting. Then, the next team starts.

