

## WisdomThinking® Organizational Consulting Course: Organizing wisely

---

In 19 days, the WisdomThinking® Organizational Consulting training makes you a **wise pilot** who guides clients' organizations through the heavy waters of change processes. Using the WisdomThinking® method, you will not only help clients to quickly and comprehensively gain the necessary **overview** for their specific situation and, on this basis, to gain a good **orientation**, find harmonious **solutions** and make **safe decisions with a clear conscience**. Rather, you also **guide** your clients through the **actual change processes**, i.e. give the **implementation** of the decision or solution for the organization a **framework** that is as lean as it is stable, so that the change can become reality with as little friction and time loss as possible.

### Why organizational consulting with WisdomThinking® ?

**Change processes are as common as they are difficult.** But often they fail because of the way they are accompanied. Classically, a consultant makes a mostly number-based analysis, a change proposal and then leaves the clients alone with the implementation, Often the clients' executives are overwhelmed by this task, especially if the resistance and the corporate culture are not considered in the process. Other consultants try to take all stakeholders by the hand and initiate a collective change process, which unfortunately often gets stuck or frayed. Or, for all the benefits to the organization, it simply takes longer than the driving force for change can sustain.

**Tailored flexible approach:** In our experience, it is most helpful to **customize** the change approach to the organization and its specific situation. For example, if there is a **great common concern**, the change can usually be well designed in an open and collaborative way with all the benefits that entails. If, on the other hand, the concern is not so viable, more directive approaches may be the only realistic way forward, but should then be combined with design elements that give the organization the space to integrate the "forced" changes. And, of course, there are many variations and in-betweens to this.

WisdomThinking® Organizational Consulting sees itself as a wise pilot that can guide an organization through a wide variety of waters, depending on needs and conditions. WT Organizational Consulting has a **universal starting point** of the work with the question of the **concern**, but thereby **no fixed scheme**. On the contrary, the concern serves as a **fine gauge** of the existing change power and direction. Depending on the concern, different paths can then be taken and graduated measures can be taken. The **wisdom of the approach** lies precisely in not breaking everything down into a single moulding, but rather in individually deriving the most promising path from the entire field of forces and their interactions. This avoids effort and failure. Unfortunately, this cannot always work miracles, even if it occasionally looks like it.

**Target group:** The WisdomThinking® Organizational Consulting training is aimed at internal and external organizational developers, coaches, managers and anyone who wants to work with the WisdomThinking® method for organizations. The training teaches in 17 days the confident application of the WisdomThinking® method for the work of the (future) organizational developer. The training teaches all the important methods and skills for working with organizations, including the special challenges of perceiving the influences in the field of action, working with the power of organizations' concerns, and guiding confidently through the entire process. Special attention is given to the specific skills of the facilitator in this work such as being all-participatory, focusing on concerns and action while being aware of all forces in the field and their interactions.

## What can you do better at the end of training?

At the end of the WisdomThinking® Organizational Consulting training, you will be able to confidently

- work with the **WisdomThinking® method** and the **Harmonic Facilitation Guide**
- help your client quickly and thoroughly to **clarify** their situation and concerns
- identify how different influencing factors **relate** to each other in the process
- better identify the **organization's concerns**
- thereby gain **strength and orientation** for their further actions
- find new harmonious **solutions**
- help the management to decide **more confidently under uncertainty** (VUCA) (alone or in a team)
- involve **all stakeholders** or even make them (co-)actors in the process, and
- then set up good **process designs** for implementing the changes
- master all necessary **architectures and interventions** for process support
- design **communication** and cooperation within the change process
- master **special working formats** such as conflict moderation or large group formats
- to effectively **implement** the change without major friction and time losses.

## Training content:

### Content of Module 1: Kick-Off (3 days)

- **Compact introduction** to the **resonant mindset** as a central basis for WisdomThinking®.
- Getting to know the method with its **change of perspective** towards the perception of the context as a reservoir of interacting resources.
- Working with the **HarmonicGuides** as practical tools with their strong visualization, structuring and logic
- Working out and practicing the harmonious approach, first in the simplest application case, namely the **action of the individual**.
- the **HarmonicGuides** as practical tools with their strong visualization, structuring and logic
- Working out and practicing the harmonious approach, first in the simplest application case, namely the **action of the individual**.

### Content of Module 2: WisdomThinking® as an organizational consultant (2 days)

- The perspective of working with **third party concerns**
- Dealing with process, factual, professional and relational levels
- **Subjectivity of soundness**
- **Mindset** of the organizational consultant, especially **impartiality**, non-judgmentalism
- Special **organizational consulting skills** at WisdomThinking®
- The art of **resonant conversation**

### Content of Module 3: The Work Process of WT Organizational Consulting Part 1 (2 days)

- The specifics of **third party concerns** in different constellations and roles
- The **field perception**: Perceiving forces and their resonances
- The acquisition of a harmonious **overall picture**
- From the field perception to the **sharpening of the concern**
- The concern as a source of strength and orientation for further steps.

#### Content of Module 4: The Work Process of WT Organizational Consulting - Part 2 (2 days)

- From concern to options for action to **solution** (phases 3 - 5)
- The internal and external perspective of **working with groups and teams**
- Dealing with contradictions and discrepancies
- From solution to **implementation** (phase 6)

#### Content of Module 5: Concern-oriented organizational consulting

- WisdomThinking® as an organizational developer; **working perspective** when working with (whole) organizations
- Identifying **types and phases** of organizations with WT
- The **organizational concern** as a central starting point; development and change processes; the harmonious **adaptive organization**
- Centerpieces of the consultant mindset: **independence**, openness and responsibility for the process
- **Case work** on an organizational canvas

#### Content of module 6: Large processes with organizations

- **Strategy processes** along the organizational concern: Prerequisites, process and consequences
- **Change processes** for organizations: WT as backbone for the overall process and process parts
- **Permanent organizational flexibility** versus periodic realignment processes
- **Design architecture** for large processes and their individual elements

#### Content of Module 7: Special communication skills and work formats

- Thematic areas in organizational consulting: factual work, reflection, creative and social intervention
- **Work formats** in organizational consulting: individual work, homogeneous and heterogeneous small groups
- Working with WT in **large groups**
- Cooperation and **communication** of the consultant with the organization about processes and results

#### Content of Module 8: Conflicts

- Conflicts as constructive and destructive **forces**
- Escalations, process management and role clarity
- The **concern** as the Archimedean point of turning to the constructive
- The consultant as a (non-)participant in conflicts of the organization
- Dealing with conflicts in the concrete work

#### Content of Module 9: Conclusion, presentations and transfer

- Review of the learning path, rounding off the training, final questions and clarifications
- **Presentations** of an organizational development case with WisdomThinking® from your own consulting practice as a **final work**
- **Transfer** of WisdomThinking® into one's own everyday life as an organizational developer
- Certification

## More information:

### Start and End Times:

**Day 1** of each module: 10:00 a.m. - 6:00 p.m., **Days 2 and 3**, if applicable, each: 9:00 a.m. - 5:00 p.m.

**Number of participants:** min. 6 and max. 12 participants.

**Course management and trainers:** Dr. Martin Böckstiegel and Dr. Elke Böckstiegel

**Dr. Martin Böckstiegel** is the creative mastermind of WisdomThinking®. Certified systemic organizational consultant (DGSF) and certified systemic coach (SG), business mediator (BIF).

**Dr. Elke Böckstiegel** is the passionate practitioner of WisdomThinking®. Certified systemic consultant (SG), systemic business developer (BIF), certified business mediator, HR and organizational developer (ProSiebenSat.1 Media AG).

Both are the inventors and pioneers of WisdomThinking® with all their knowledge, passion and over 15 years of experience in the practical application of the methodology, as consultants, mediators, executive coaches and lecturers in systemic trainings. They have experience as lecturers at the TU Berlin for Leadership, lecturers at the Systemic Center (wispo) and as lawyers.

### Venue:

The course takes place in the **wonderful event rooms** of the Harmonia Academy in the **Villa Sophia** south of Berlin in the Lutherstadt **Wittenberg**, which can be reached in about 30 min. by ICE from Berlin and Leipzig respectively.

### Scope of services:

- The modules together comprise approx. 165 teaching hours of 45 minutes each plus breaks (approx. 152 time hours including breaks).
- Drinks and snacks are provided.
- License to use the Harmonic Facilitation Guide for your own work during the training.
- All working materials will be made available in a separate log-in area created for the training.
- Certificate of Completion.

### Costs:

The participation fee is **EUR 9,120 plus 19% VAT (EUR 10,852.80 gross)**. Installment payment and discount on request.

For participants who have already successfully completed the WT Potential Coaching or WT Coaching training courses, participation in the very similar modules 1 - 4 can be omitted if desired. This would reduce the participation fee by EUR 4,320 plus 19% VAT (EUR 5,140.80). The remaining participation fee for modules 5 - 9 then amounts to EUR 4,800 plus 19% VAT (EUR 5,712 gross).

### Contact and registration:

Harmonia Academy, Tel. +49.3491.8731377 or [kontakt@harmoniaacademy.de](mailto:kontakt@harmoniaacademy.de)