

## From Stuckness to Flow: *A systemic approach to transforming conflict*

13th & 14th December 2018  
London, UK

*in collaboration with*



### Introduction

Join us on this 2-day programme to explore together how we can build more creative, effective and agile organisations needed by our stakeholders and much-needed by our society. We will look squarely at the conflicts we each experience daily in this VUCA world from both a personal and systemic lens and find a way through to transformation and flow.

#### From stuckness...

Conflict is everywhere, from inter-team politics to the tragedy of armed warfare. Within organisations it can turn up as stalemate and sabotage. It often gets talked about behind backs around the water cooler, or with feelings buried under cold politeness. Usually it turns up as a sense of 'stuckness'. Often the organisations' creativity and performance stagnates. As leaders, we often don't know the cause, and little changes.

#### To flow...

Conflict is expressed between people, and so we usually try and deal with it there. However, it is our experience that although the 'effect' is personal, the cause is often systemic and structural. We therefore need a much wider and more sophisticated lens both to understand it, and to respond and transform it effectively. This will lead to a greater productivity and flow within individuals and the system as a whole.



### Purpose of the programme

We will explore:

1. What is conflict trying to tell us that we need to hear?
2. How do we as an organisation deal with conflict already?
3. How can we think differently about conflict so it becomes an enabler for growth and innovation, not a hindrance?
4. How do we support individuals in conflict, whilst seeing the big picture?
5. How do we work creatively with difference, even those stark and deeply held, to discover the solutions we need in a complex and ambiguous world?

## Who is it for?

The programme is for:

- Board level leadership, Heads of HR, OD leads and anyone facing conflict or situations where there is significant difference of opinions in his or her workplace/role on a regular basis.
- People, including conflict professionals, who want to 'taste' a different approach to conflict transformation

## What will I and my organisation benefit from this programme?

### *Self*

- a deeper understanding of my triggers to conflict and its impact on my ability to connect with others
- a deeper clarity of what I can learn about myself through conflict
- developing more choices in how I act in conflict

### *With Colleagues, within Teams*

- an understanding of how ill-expressed and un-expressed conflict leads to stalemate
- creating structures to allow for safe expression of difficulty
- a deeper understanding of how to move from breakdown to a flow of collaboration and creativity

### *For the Organisation as a whole*

- an insight to what interpersonal conflicts may be telling us about the system as a whole
- a chance to explore structural changes to support the organisation to flourish and thrive.

### *Wider stakeholders, market and society*

- a deeper understanding of how we can work with our wider organisational stakeholders – who may have conflicting interests – to enable all to flourish.



## Programme Details

Dates: December 13th-14th

Time: 10am to 6pm

Venue: Toynbee Studios 28, Commercial Street, E1 6AB, London, United Kingdom

Price: Standard rate (Organisationally sponsored) £475 + VAT  
Self-sponsored and sole traders/Education/Third sector: £300 + VAT

Includes refreshments but not lunch.

A few bursaries are available for people with limited income

## Registration

To register your place, or for more information, please contact Tricia and the TWP team on:

T: +44 (0) 7796 488 722  
E: admin@wholepartnership.com  
W: www.wholepartnership.com

## Programme Leaders



**Ed Rowland** is Founder of The Whole Partnership, a leadership consultancy and action research community that specialises in this way of working, and a senior executive and team coach. A leading British Systemic Coach and Constellations practitioner for both personal and organisational systems, he has delighted in co-pioneering this way of working in a leadership and work context for the last decade. He learned the work in the early 2000s from its 1st generation pioneers, notably Gunthard Weber and Judith Hemming (on the original COLPI programme). He then worked for the innovation consultancy nowhere group for 5 years.

With a background as a barrister, in creative industries and various psychological disciplines, he has over 16 years experience of helping leaders, teams and organisations in all sectors to unfold their unique potential and creativity. Clients have included VISA, Boston Consulting Group (BCG) and numerous UK Government Departments. He is also a Director of the Centre for Systemic Constellations (CSC), the UK training body, and he has worked at various business schools and universities including Said Oxford.



**Ben Yeger** is the Founder of Moving Conflicts and UK representative of Combatants for Peace (CfP). Ben has 25 years experience of group facilitation and training and creates innovative, nonviolent and collaborative interventions which transform conflict from barriers to relationship into opportunities for change. After serving in the Israeli Army (83-86), Ben left Israel making a promise to himself that he would never carry a weapon again. Over the last 25 years Ben has worked with people from a wide variety of backgrounds and ages predominately in the area of conflict transformation.

Click [here](#) for Ben Yeger's Ted Talk on Conflict Transformation.



**Milly Sinclair** has been working as a facilitator for over 20 years, particularly around areas of leadership, conflict transformation and change.

Originally with a psychotherapeutic and theatre background, she has been a systemic practitioner and coach for over ten years, and in all her work she brings up to date psychological and business theory to life with an original and creative approach. Milly has worked with organisations such as Oxford University, Mitsubishi, Unicredit Bank and Amnesty for many years supporting them in the area of conflict transformation.

She has also worked in this area through her interfaith, intercultural and peace work in Israel/ Palestine and through supporting the development of community cohesion projects.