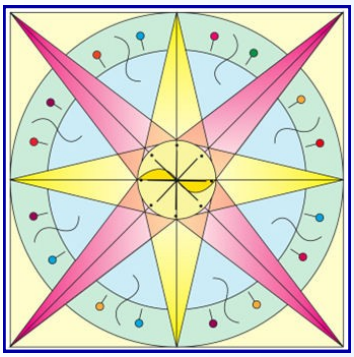

Knowing Field Designs

A Centre for Systemic Facilitation

offered through

Coaching, Consulting and Training

for

Individuals, Organizations + Social Collectives

Diana Claire Douglas

Founder, Coach, Consultant, Trainer

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Services

Knowing Field Designs systemic facilitation is rooted in Systemic Constellation Work (SCW), and continues to adapt and evolve this process in collaboration with colleagues and clients. KFD also offers many creative processes and art-as-meditation practices as ways for integrating change.

Systemic Coaching: one-on-one facilitation for individuals in their family and workplace

align with Life through reconnection with our ancestral lines
clearing systemic burdens and blocks to the flow of life and love
turn towards the emerging Future
take the Big Leap into living and giving from wholeness and authenticity
shift from ego-driven pursuits and personal survival to manifesting your passions
through being globally networked in service of the Totality.

Systemic Consulting: for organizations institutions, levels of government , non- profits, small and family businesses, coaches and consultants, visionary and new paradigm organizations

align with your vision and purpose
build teams
design and test new products and processes
make wise decisions,
experiment with possibilities, and much more!

Knowing Field Designs is available for company retreats and meetings,
and for short-term engagements and long-term co-creative partnerships.

Facilitator Trainings

Knowing Field Designs is in the process of developing training programs for facilitators who wish to add KFD systemic facilitation to their toolbox. The trainings are offered in person and we hope will soon to be available on-line.

- *The Essentials of Systemic Constellation Work (SCW): Principles and Practices for Individuals, families and the workplace.* This course is a required foundational program
- *The Art of Systemic Facilitation*
- Programs designed for your organization

Knowing Field Designs

Align ~ Design ~Activate~Emerge~Evolve

Do you want...

to diagnose the source of your problem/issue?
to understand what principles of a living system are out of order?
to resolve issues and **restore** balance to the system?
to create new processes, services, products and organizations?
to experiment with options?
to test ideas, products and decisions prior to being activated and launched?
to make decisions?
to experience different ways of knowing?
to gather collective intelligence and wisdom from multiple levels of reality?

Knowing Field Designs

Align ~ Design ~Activate~Emerge~Evolve

Clients and co-creative partners are…

Present and emerging leaders who know they want to be their full potential selves and cannot quite make the leap!

Creatives who are wanting to align with their creative flow and manifest their vision – whether in writing, visual arts, healing arts, entrepreneurship and more.

Individuals/families in a healing crisis (physical and/or psychological): clearing systemic burdens (carried due to blind love and loyalty for previous generations) in order to be able to move into one's own Future.

Visionary, emergent start-ups participating in bringing in the new paradigm

Businesses, organizations, institutions, social and volunteer agencies, government departments

Larger collectives (ie: citizen groups) concerned with societal + environmental issues

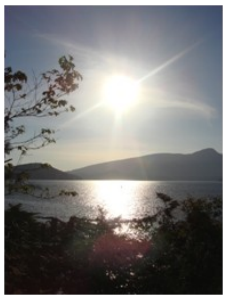
Coaches and facilitators experiencing and learning systemic perception and processes for professional development

Photo by Adrian Wagner

You are in a changetime
You have many gifts to offer the world
You know you are a bridge to the new paradigm
You know you are a co-creator of the new paradigm
You want to be in tune with the Emerging Future that is calling you
And yet you may feel unsure, held back or blocked from going where you want to go
You are willing to do what needs to be done to change

Knowing Field Designs

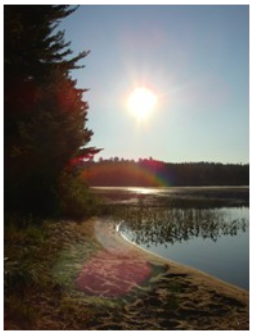
Align ~ Design ~Activate~Emerge~Evolve



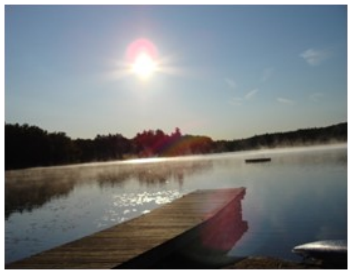
align with Life
be strengthened and resourced through connecting with our ancestors
shift perspectives — seeing systemically
open to the flow of Life — success, money, love

acknowledge + respect what is
gain insight into underlying systemic patterns
remove blocks—see invisible dynamics and unconscious loyalties
leave behind old patterns

create and read living maps of the whole system
find your place in our family, your work, the world
reframe life experience so that systemic burdens become systemic resources
embody experience



engage the process of change from insight to implementation
see the issues, obstacles and potential resolution in a timely manner
design and test for optimal pathways for success in life
be self-empowered



release blocks to the creative flow
access multiple ways of knowing
make informed choices
co-create with others, build teams, learn a deep level of trust

access a flow of information and energy from hidden depths
participate in gathering collective intelligence
engage with the emerging Future
participate in and with the Mystery

Benefits and Practical Outcomes

The Sessions

The KFD facilitation process is very adaptable, allowing facilitators to work with:

1. one client and one facilitator
2. one client constellates their issue within a group
3. a group, team , or organization constellates their issue(s) collectively
4. a citizens group on behalf of societal or collective issues
5. co-facilitation for an individual or group client

The sessions happen in a variety of formats:

In person coaching sessions at a studio/office
In person workshops and retreats organized in-house by organizations
in person workshops offered by KF Designs
Individual and group sessions by teleconference, skype or gotomeeting (up to 9 people in 9 different geographical locations)
Trainings offered as in-person weekend intensives and internet courses

Clients engage KFD facilitator(s) for varying lengths of time:

Coaching sessions: a minimum of 4 sessions is recommended
Consulting with organizations: as needed

The Process

SCW is an experiential process and practice that can be described as:

a **skill and tool,** honed through practice

an **emergent, evolving** "technology" for these changing times

an **experiential and embodied process** that has been and can be integrated with many other ways of working.

a **discovery** process, open to experimentation, testing

a **creative process** that can be adapted and applied to many issues using many kinds of constellations: classic, constellations with intention, chaos, nature, collective, healing, trauma, structural

a way to create and read **a living 3D map** of the whole system

a way to **embody energy and information** so that they are made visible

a **change** process for **shifting underlying dynamics** that cause conflict and limitation, **finding** the hidden strengths and resources and **designing** optimal pathways to reaching our full potential

an approach that is **participatory** and **practical**
an approach that is **open and able to effectively integrate** many other processes

What happens in a session: the steps in the process:

Preparation

1. Clients are ready to make a movement in their life and consciously choose to engage in the SCW process.
2. The facilitator prepares herself by tuning into the Knowing Field and aligning with her ancestors.
3. For in-person sessions, the facilitator prepares the space, acknowledging the Knowing Field. For groups sessions, chairs are placed in a circle. Within organizations, floor and/or large table tops can be used. For distance-sessions, each participant prepares their own space – either desk top or floor space – placing a clock chart in the centre of the space. This represents the Knowing Field, the circle or field within which we work. Paper, sticky notes, and ordinary objects are used as place-markers on the clock chart. Each participant maps the process visually so that all participants are working from the same map.

Clarifying Intention & Placing Representatives

4. The facilitator clarifies the intention or question to be constellated in conjunction with the client.
5. The facilitator calls in the Knowing Field which holds us in our work together.
6. The elements (unique to each constellation) to be represented in the field are named.
7. Representatives for each of the elements are chosen. The elements (for instance, people — father, mother, boss; abstract elements — money, emotions, permission) can be represented by people (in a workshop) or coloured mats, footprints, paper, books for their titles, and ordinary objects such as pens, silverware, dolls…

8. The representatives for each element are placed in the field. When people are representatives, they stand in their place and report back what they are experiencing (as images, body sensations, emotions, thoughts or phrases) from the Knowing Field. When objects are the representatives, the client stands on or holds the objects and reports

Observing Images

9. This first image (which is a visual and kinesthetic map of the question or issue) externalizes what the question-holder or team is carrying internally and perhaps unconsciously. We then explore this image — noticing how all the elements represented interact with each other. These images allow clients to see beyond the personal to seeing systemically: Hidden dynamics begin to reveal themselves. Clients shift perspective from individual to
10. Transition images: In individual sessions, the first image begins to shift (this is the transition image) when the client feels a shift in what feels right for the image. In group sessions, the first image begins to shift when representatives make slow movements — sometimes big, sometimes small — showing the direction for change. Most often the different elements dialogue with each other, which is one way we gather collective intelligence.
11. Gently, images shift so clients can make a movement — sometimes big, sometimes small — to be free from entanglements and step into Life.
12. Resolution image: When everyone or thing represented feels strong and peaceful and in their rightful place. When that does not happen in the time allotted, we bring the process to completion, acknowledging there is more to do.

Closing the session

13. The client and representatives release themselves from the element they have been representing and come back into themselves.
14. Debrief: A movement has been made, a seed for change has been planted. The change may show itself immediately or happen over time. The SCW protocol is for the facilitator not to interpret or analyze the constellation process, rather allow it to unfold. The debrief then is a sharing of the experience of the constellation, a noting of the shifts in perspective from a systemic viewpoint , and the next possible action steps to be taken.

About: Diana Claire Douglas

Diana Claire Douglas is a constellator/facilitator (family, organizational, and social issues), social architect, artist, writer, and explorer of the depths. She is internationally certified as an Organizational Constellation Work facilitator through the Bert Hellinger Institute of the Netherlands. She is on the core teams of *Integral Cities* and *The Hague Centre for Global Governance, Innovation and Emergence,* where SCW is used regularly for decision-making, designing creative projects, and team building. She has been offering a variety of services for women's healing and transformation for over 30 years. The most recent iteration is *The Heart of the Mother Experience: healing and growing our relationship with 7 aspects of the mother*, which she co-creates and co- facilitates with Mary Elizabeth Mason. www.theheartofthemother.com
For her own creative works: www.inspiritworks.com

Personal Statement: At my core, I am an artist. I honour the creative force that moves through me and expresses itself throughout all aspects of my life. In its present expression, as a Constellator**,** I feel such joy and passion for this practical, powerful, creative and ever-evolving process. I see constellation work as a playground for maps and mapping, exploration and experimentation, seeing the previously invisible/ unknown and finding its practical application for real-world (personal, organizational and collective) issues. I love how the SCW process allows both the hidden dynamics that are blocking forward movement and the emergent future to reveal themselves. Constellation Work is a vital tool for co-creation in the 21st century.

As a long-time student in consciousness and as an adult educator, visual artist, entrepreneur, counsellor, non-denominational minister, contemplative researcher (*The Imagination Project)* and published author (*Always Becoming-Forever! A Journal of Conscious Living/Conscious Dying*), I have said YES! to being part of the evolutionary movement to creating the new world.

Publications :

Douglas, D. "Societal Issue Constellations: self-constellating constellations: An interview with Jan Jacob Stam," in *The Knowing Field International Constellations Journal*, June 2015

Douglas, Diana Claire. "(Re)Joining the Conversation: Commenting on Integral Voices on Sex, Gender, and Sexuality: Critical Inquiries" in Book Reviews, *The Integral Leadership Review*, Jan-Feb 2015.

Douglas, D & M. Hamilton, "Knowing Cities: The Knowing Field and the Emergence of Integral City Intelligence," in *The Knowing Field International Constellations Journal*, June 2013.

Douglas, D. "Playing in the Field: The Artistic Field and the Knowing Field." *The Knowing Field International Constellations Journal,* Issue 19, Jan 2012.

Buckland, Clare and D.C. Douglas. *Always Becoming Forever! A Journal of Conscious Living/ Conscious Dying*. Vancouver, BC: 1999.

Douglas, D.C. *How to Bring Angels to Earth* and *Angel Playtime*. Vancouver, B.C., Wisechild Books, 1998.

Conference Presentations :

Integral Theory Conference, 2015, Sonoma State University, California: "Conference within a Conference hosted by *Integral City*."

INFOSYON International Organizational Constellation Work Conference, Amsterdam, Holland, April 2013 : *Knowing Cities: The Knowing Field and the Emergence of Integral City Wellbeing*

Connecting-Fields : Systemic Constellation Moving Towards a Sustainable Future International Conference, Copenhagen, Denmark, May 2013 : *Constellators using internet technology for connecting with clients*

About

Knowing Field Designs

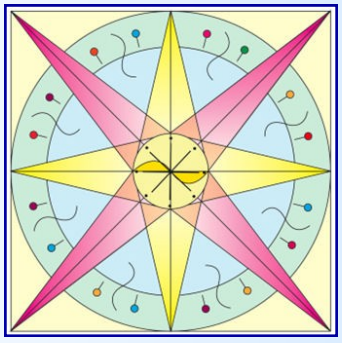
Diana Claire Douglas, the founder of Knowing Field Designs has been a facilitator of workshops and retreats, counsellor, and coach for thirty years. In 2001, she started a facilitation and coaching practice called *InSpiritWorks: bringing Spirit into form through creative and imaginative works*. Having trained in and practiced systemic facilitation since 2009, she wished to provide a home for her systemic facilitation, coaching and training services and so formed Knowing Field Designs in 2015.

The Name:

"Knowing Field" is a term coined by Albrecht Mahr, a German physician, psychoanalyst, early adapter of constellations, and now a leader in Family Constellation Work. The knowing field is the constellation energy field which informs the facilitator, representatives, client, and those observing the constellation. It is a multi-dimensional field — space, time, matter, soul and spirit — accessible to everyone. It shows the underlying (often hidden) dynamics that are blocking the flow and systemic resources available to be in the flow of Life.

Diana used the systemic constellation work (SCW) process to find and choose the right name for her facilitation practice/centre.

Diana feels great respect for the Knowing Field, humbled by its incredible support for all who participate in its evolutionary potential.

The Logo:

Diana designed the logo, which she calls "integration." As SCW uses time, space, direction, dynamics and living maps to create a dimensional map of both the issue and the resolution for the issue, the logo is a compass and a map and symbolizes a balanced, harmonious whole.