Knowing Field Designs

Align Design Activate Emerge Evolve

Knowing Field Designs
A Centre for Systemic Facilitation
offered through
Coaching, Consulting and Training
for
Individuals, Organizations
+ Social Collectives

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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 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
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?
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

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

Photo by Adrian Wagner
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- **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
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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 representa-
   tives, they stand in their place and report back what they are experiencing (as im-
   ages, 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.
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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, 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.

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
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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.