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Train the Trainer Workshop Barcelona
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Targets of the Workshop

- Background of the concept
- Systemic and intercultural training approach
- Adaption of the curricula
- Questions and answers
- Methods and ideas

Not possible:
Workshop for unexperienced trainers

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Systemic Thinking
for Training and Coaching

The whole is more than the sum of its parts.

Christian von Ehrenfels

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Mindsets for Counselling and Training

- **Expert Mindset**
  there is one expert and he/she knows the solution and takes the responsibility
- **Doctor-Patient-Mindset**
  The expert knows the solution and intervenes
- **Systemic Mindset**
  Problem-solution where the problem is created – within the person / participant

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Training – systemic approach	subject-mattered specific instruction – directive approach
Supervision for a process	Specific instruction
Emphasis on experiences of the participants	Emphasis on questions on the content
Focused on relationships	Focused on content
Reflecting process	subject mattered instruction
Broadening of the behavioral spectrum of the participants	Subject mattered gaining of knowledge
Trainer and participants create the process together	Trainer creates the process
No hierarchy	Higher position of the trainer as an expert
Voluntariness required	Often legal, financial, subject mattered practical constraints

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Systemic training attitude

- Seminars are processes that give the impulse for change and development
- Systemic teaching is a form of communication that emphasizes certain contents
- Learning processes cannot be "produced", they can only be inspired

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Systemic Trainer Attitude

- **Modesty**
  Participants learn what they want/decide to learn

- **Respect**
  Participants are their own experts for their life
  and their learning processes

- **Couriosity**
  let yourself be surprised

- **Neutrality**
  multiple aligned to different belief systems
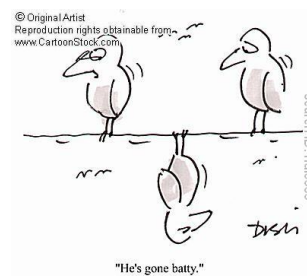
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Systemic Theory - Foundation

- We all belong to different systems: family,
  organisations, job, community, country, culture,
  language....
- We all form systems: e.g.the body is a system and
  contains different systems
- Systems contain structures,
  guidelines, relationships,
  communication and behavior
- Changes within a system are
  created through changes in structures and
  guidelines – not through replacing people

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A person is not, a person behaves

- People are created in systems
- People can behave completely different in different systems or show a totally new and unknown behavior at another place
- Somebody who does something, can do something different in the next moment
- Somebody who „is" something, is meant to stay as it „is"
- People cannot „not" cooperate even resistance is a form of cooperation and reaction

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"He's gone batty."

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Systemic thinking means to think in circles

- Linear-causal thinking is orientated in the past and on causes – A follows B
- Systemic thinking means to think in circles, everything is connected together, everything influences everything
- There are no simple causes or guilty people - just different degrees of shares and input

Tun Sie Etwas, das keinerlei Auswirkungen hat

do something that has no impact

- What do we need to do different in the future, to get an ideal outcome?
- Taking responsiblity for you own actions = thinking about the impact

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Constructivist Perspective

- The world is what you think it is
- There is no „right" or „wrong", there is just appropriate or not appropriate
- What is right is defined from every person referring to her/his own experiences, beliefs and goals
- There is no objective or impartial truth – the truth is created in the eye of the observer
- There will never be two people who experience the same (in the same way and at the same time)

René Magritte
„This is not a pipe"

- We need to go behind terms and words – translation work: what is meant with the words, otherwise it leads to disappointment

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There is no observation without an observer

- When we observe we are always part of the observation
- The observer is taking part in interconnected relationships
- Each point of view that we can have, is a result of our subjective belief system
- In each observation there is also a blind spot
- „We don't see, that we don't see and what we don't see, does not exist"

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Selfreference of living systems

- Every living being guides and reproduces itself
- Behavoir is not created through the environment but through the decision to react in a certain way
- People can be influenced, but the decision is always in the person
- People need to find a sense / purpose to change their behaviour or decisions

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People think and act in their very own patterns

- Experiences, beliefs, observing patterns.... create a completely indiviudal form of thinking and behaving
- Problems are created when these patterns of thinking and behaving are not „functioning" any more
- People who are trying to apply unsuccessful patterns tend to become victims
- The dangerous part in the role of a victim is the belief, that you can't change your own situation

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Problems can't be touched

- Every problem is unique
- Problems are created through problem-oriented descriptions, explanations and judgements
- We can wheter understand nor solve problems of others
- Problems need recognition, acceptance and valuation

- You don't need to understand a problem to find a solution
- Redifinition of problems into challenges – that can be solved invidually and unique

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Initiating change processes

- People who can create a problem, also have every requirement to solve the problem
- Clients/participants are experts for their own life
- Method of helpful confusion or animation from outside (trainer, coach...) to change the belief system and create new – promising patterns
- To stop something is far more difficult than to begin something new

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From the problem to the solution – Asking questions

- What are you going to do now?
- How would you know, that your problem is solved?
- What do you want instead?
- Have there been exceptions?
- What would it make possible to solve the problem
- Who could help?
- What could be the first step?
- What would be the impact of a change?

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Trainings-system and home-system

- Trainers are not involved in the home system of participants
- Trainers are not present, when participants apply new beliefs or behavior patterns
- We need to work on possibilties, that can be applied alone in the home system
- „Help me to do it myself"

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Learning processes

- **Information Phase**
  What is the topic? What do we already know?

- **Reflexion Phase**
  Why is it so? Which principles and
  factors can be found?

- **Implementation Phase**
  What do we use from this? Which
  changees/consequences
  can we make?

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Process consulting via Intranet

- Forum accessible through
  webpage
- Exchange between trainers
  and coaches
- Questions and answers –
  forum moderated by trainers
  from Linz
- Learning from each other
- Possible during the whole
  training period

www.culturepilots.eu