

## ORSC™

## Geography: Roles &amp; Structure



course provides for moving beyond that place. Lands Work™ allows participants to develop an awareness of the diversity and differences which people add to a system and proactively create from these differences, while flexing their empathic abilities.

### Roles

Often people become identified with the job they are doing, whether that job be a physical task they are performing (an “outer role” like a CEO or Teacher) or an emotional job for which they feel responsible (an “inner role” like being the peacemaker, or the one who speaks up about things). This course examines the distinction between the person and those many roles that can be occupied consciously, intentionally and skillfully.

De-personalizing the roles that exist in a system opens up new possibilities for how those roles interact. When issues arise for your clients, you’ll be equipped to help them look at a role that needs to be occupied differently, and move beyond blame, guilt and personal failure.

### Overview

Geography is the second course in the ORSC™ Training Series, and builds upon the theories and MetaSkills brought forth in the Fundamentals and Intelligence courses. It is, so to speak, where the rubber meets the road. When we start to develop relationships, at work or in our families, we create semi-permanent structures. Geography explores how to recognize and nurture those structures. The two primary components of the Geography course are Lands Work and Roles.

### Lands Work

Diversity is a requirement for creativity—it provides the raw materials necessary for a dynamic yet stable relationship system that is capable of evolution. However, differences can also create confusion, misunderstandings and barriers to growth when they are not embraced. “Why don’t you do things my way?” “Why don’t you value what I value?” “Why don’t you approach problems the way I do?” “Why can’t you be more like me?”

If you’ve ever worked with a client who is “stuck,” in this kind of thinking, you’ll appreciate the simple and elegant tools this

“Geography is a practical, tool driven, and fascinating course. I left with a number of fresh insights, new tactics and a deeper understanding of the underlying structure of relationships. The very next day, I was able to put many of them into practice within my corporate environment and executive coaching practice.”

Jim Kelly CFP, CPCC, Assistant Vice President  
Retail Sales and Marketing, Prairie Region  
Canadian Western Bank

18 CCEUs | \$1499 | 3 Full Days

## Course Objectives

The Geography course is designed to give you a broad and practical approach to working with many of the functional structures of relationship.

- ◇ Understand the function of relationship structures, (for example, outer and inner roles) for providing stability to relationship systems of all kinds.
- ◇ Recognize the need for periodic change in these structures in order to avoid "role nausea" and role rigidity over time.
- ◇ Have a concrete model and tools for working with diversity issues in relationships (My Land, Your Land, Our Land). You will have practiced these techniques in personal and organizational scenarios.
- ◇ Be able to assess the role of internal aspects of selves (secret selves) in relationship and have a tool for coaching them.
- ◇ Be aware of the impact of cultural biases on relationship systems and have tools for coaching that impact. You will practice these tools through personal and organizational scenarios.
- ◇ Have tools for creating greater empathy around individual and organizational differences, and be able to creatively harness those differences.
- ◇ Have the opportunity to explore professional practices relevant to Relationship Systems coaching (building the niche, networking, consultation, practice building, etc.).

"The proper means of increasing the love we bear our native [land] is to reside some time in a foreign one."

~William Shenstone



Before we can appreciate the differences among us, we must understand them. You must recognize your own individual view of the world--your "Land"--before you can compare it to another's Land.

## Register for the entire ORSC series and save!

Register for the entire ORSC Training Series, and save \$1020 on the total price of the four courses (or \$1220 if you include Fundamentals in your series).

In addition, you will receive four complimentary 60-minute coaching sessions with an ORSC Certified Coach, a \$1200 value, and be invited to monthly conference calls led by CRR Global faculty.

Intelligence: a Roadmap for Change

Geography: Roles & Structure

Path: Vision & Potential

Systems Integration: Moving toward Mastery

## Register today!

We encourage you to call us at 866.435.5939, or visit [www.crrglobal.com](http://www.crrglobal.com). We can answer all your questions about ORSC and the courses we offer.

# Geography: Roles & Structure

## AGENDA



### Day One

- 10:00 My Land Visualization Exercise
- 10:15 Introductions
- 10:30 My Land, Your Land, Our Land Exercise
- Pair up for this exercise to learn more about each other's "Land"—its laws, biases, customs, prejudices and policies.*
- 11:30 Break
- 11:45 Group Debrief about Bridging Differences
- 12:00 My Land, Your Land, Our Land Demonstration
- 12:20 Coach Scenarios in Triads
- 1:30 Lunch
- 3:00 Practice Applying Lands Work™ Tools
- 4:30 Break
- 4:45 Visual Representation of Systems Demonstration
- 5:00 Visually Constellate a System Pairs Exercise
- Gain a meta-view of what is happening within the system.*
- 6:00 Adjourn

### Day Two

- 9:00 Homework Debrief in Triads
- 10:30 Relationship Strata (The Geology of Relationships)
- The four strata of relationships are outer roles, inner roles, secret roles and ghost roles.*
- 10:30 Outer Roles Discussion
- 11:00 Working with Outer Roles Exercise
- 11:30 Break
- 11:45 Inner Roles Demonstration
- 12:00 Inner Roles Exercise in Triads
- 12:30 Lunch
- 1:45 Discussion and Visualization about Secret Roles
- 2:15 Secret Role Exercise in Pairs
- 2:45 Marginalized Aspect Exercise
- 3:00 Group Debrief
- 3:15 Break
- 3:30 Coaching Secret Aspects Demonstration
- 4:00 Secret Aspects Exercise in Triads
- 4:45 Homework Assignments
- 5:00 Adjourn

## Day Three

- 9:00 Homework Debrief
- 9:30 Secret Selves and De-triggering Discussion
- 10:00 Recognizing Triggered States Exercise in Pairs
- 10:30 Break
- 10:45 De-triggering Demonstration
- 11:15 De-triggering Exercise in Triads

*Triggered selves impact our ability to function in a relationship.*

- 12:45 Lunch
- 2:00 Zoological Defenses Discussion
- 2:15 Ghost Roles Discussion
- Ghost roles are invisible third-party presences that impact the emotional field.*
- 2:30 Ghost Roles Demonstration
- 3:00 Break
- 3:15 Coaching Ghost Roles Scenarios in Triads
- 4:30 Debrief
- 4:45 Aspects Ball Activity
- 5:00 Adjourn

## ICF Accredited

ORSC Geography: Roles & Structure is the third course in an ICF Accredited Coach Training Program. ORSC is the only ICF accredited relationship systems-based training for coaches, consultants, trainers and therapists.

## Register today!

Call us at 866.435.5939, or visit [www.CRRGlobal.com](http://www.CRRGlobal.com). We can answer all your questions about ORSC as well as the other courses we offer.