

**A note from our co-founder - Systems Inspired Community Building**

Fellow Change Agents,

As I looked over the contributions and announcements of exciting projects in this edition of our newsletter, I was aware that we truly are a “systems inspired” global community! This is often an outcome easier spoken of than achieved... It requires several things; some complex, other more complicated in nature.

From the complex viewpoint, it requires community members dedicated to common goals and inspired by personal life and world changing outcomes. It demands that all parts of the community system, from leadership to membership, both locally and globally, accept that leadership and innovation, are roles that belong to the system and that can, and may, be occupied by different players at any given moment in time. Each and every voice carries a message for the entire global system; wisdom and innovation become available from all aspects of our system.

From the complicated perspective, it is simply a question of human resource, systems of contribution, platforms and formal as well as informal roles. Please take the word “simply” with a grain of salt, because it does not happen without effort!

With that, thank you and congratulations to Katelijne Vercaeren, our Director of Communications and Alumni Relations, and everybody that contributed to this newsletter: Alain Pottier, Amanda Perales, Cecilia Toyotoshi, Cherie Silas, Clark Friedrichs, Jill Schichter, Keiko Muramatsu and Lily Chen! Thank you to every reader of these words, for being role models for the Ubuntu saying “If you want to go fast, go alone. If you want to far, go together” Let’s go far in our journey together of changing the world one relationship system at a time!

**Marita Fridjhon** - co-founder and CEO,  
CRR Global

**NEWS FROM AROUND THE WORLD****FRANCE****DTA Game: *let’s play!***

ORSC™-certified practitioner Alain Pottier has created a card game based on the ORSC™ tool: the Designed Team Alliance (DTA).

The DTA, is a tool that ORSCers use nearly every time when working with a system. In the Organization and Relationship Systems Coaching (ORSC) training program, from Fundamentals to Certification, it is an essential method to align a system.

The card game is designed to help facilitators and participants with designing their team alliance. This game comes in especially handy when teams are struggling to find the right words. It is a simple, intuitive, and fun way to allow a system to get creative when designing a DTA and produce tangible results.

The box contains the following: 70 Intention Cards, 13 Exploration Cards and 4 Responsibility Cards, as well as an instructions booklet.

You can find more details on how to order online [HERE](#).

**PRICE: \$109.80 USD** per set plus shipping costs.

*This game is currently available in French and English.*

# NETHERLANDS / CANADA

## Unsung Heroes: Our Course Assistants

When attending an ORSC training course the focus, most of the time, is on what happens in the front of the room. Participants often wonder about the role of the people holding the fort in the back of the room and what their relationship is to the system.

CRR Global spoke with *Cecilia Toyotoshi* from Canada and *Wim Van Veen* from the Netherlands who recently assisted in ORSC courses in order to capture their experience and learnings.

### *What was it like to assist an ORSC course?*

**Cecilia:** Assisting allows us to see the System from the Third Entity perspective. As participants, the role we occupy is of a 'Student' so we tend to focus on learning and grabbing all the knowledge that the course has to offer. An assistant has a different role. It is more about being a 'Leader from behind', assisting and supporting the learning by working as a team with the Front of the Room Leaders. You can witness the beautiful dance of the co-leaders and the eagerness to learn from the participants.

**Wim:** I see assisting a course as a real win-win for everybody who is part of the system. You experience the course again from a meta position outside of the learning circle. If it has been a while since you have taken the course, you can also get up to speed with the latest developments in the field.



### *What did you appreciate?*

**Cecilia:** I appreciated Designing the Team Alliance together with the Leaders. We created a beautiful DTA with Maddie Weinreich and Floyd Carlson. Our DTA had the Metaskill of DEEP DEMOCRACY to hear all the voices of the System, to find ALIGNMENT in conflict and ADVENTURE to play and get messy with the mud, and we called it D-A-A! So, each time we wanted to find alignment and focus, we said D-A-A and the atmosphere was magical! We shared responsibilities to make this course a great experience. Also, having the opportunity to step in as a participant when needed was a gift to experience once more.

**Wim:** For me, it has always been and will always be about the people: we are so fortunate to be in relationship with like-minded colleagues. I also appreciate understanding better how the Front of the Room Leaders design the plan for the experience they want to deliver for the participants and how the assistants are a true and integrated part of this.

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## NETHERLANDS / CANADA

### Unsung Heroes: Our Course Assistants

#### *What was challenging?*

**Cecilia:** What was challenging was to hold the space and do the assistant tasks for a large group. The first day was the most challenging, and it went smoothly thanks to the help of the venue coordinators.

**Wim:** I think it is important to understand that you are not simply a jack of all trades. You take care of a lot of the so-called little things for the sake of creating the best possible training environment. You need to find the right balance between serving the system and not completely disappearing in the background. And of course, every Front of the Room Leader has also a different working style that you need to adapt to.

#### *What did you learn from assisting?*

**Cecilia:** I learned to be present in the experience. Each system is different and unique. Even if we are not participating directly, we hold the space and infuse the field with our positive intention.

It is easier to read the Emotional Field when you hold the role of assistant so you can be more intentional in creating the atmosphere.

**Wim:** I learned to follow the training with a soft focus and to pay attention to the emotional field within the context of the timeline. I am always amazed by how these courses are being brought to life.

#### *What will you do differently as an ORSC practitioner in the future?*

**Cecilia:** As an ORSC practitioner, I will be more intentional on who I want to be in a relationship, as well as be more intentional in designing the alliance and creating the atmosphere that will allow the system to thrive.

**Wim:** Assisting helps me become more conscious and intentional about how to use the tools again: it doesn't always have to be in a coaching setting, it can be at any given moment that you choose which intention to bring to a relationship.

To apply to assist in a course, you must have completed the module you wish to assist. Contact your local CRR Global partner if you wish to assist a course.



*Wim assisted Geography in the Netherlands last March*



*Cecilia assisted ORS@ Work in Toronto last March*

## SPAIN



### *New Partner!*

CRR Global is partnering up with Sergio Blancafort and Clark Friedrichs with Green Light Go to offer CRR Global courses in Spain.

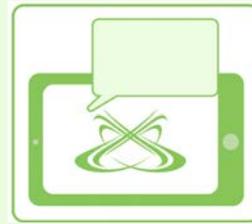
Green Light Go is a company committed to helping individuals and teams in finding their opportunities to create sustainable and working teams. Green Light Go adheres to the philosophy that being present creates self-awareness, being attentive creates social and environmental awareness, and being ready puts this into action.

They are a small team now looking to generate more opportunities for ORSC students and affiliates to work with many different types of relationships.

Find out more about ORSC in Spain on our new partner's website.

[greenlightgo.es/en/programmes/](http://greenlightgo.es/en/programmes/)

## GLOBAL COMMUNITY



### *ORSC Virtual Summit - Coming this Fall!*

#### Building a Global Community

CRR Global is organizing its first-ever ORSC Virtual Summit for Alumni and communities of practitioners this fall!

The event will be a virtual dialogue and learning summit to create momentum and engagement for our global ORSC alumni and communities combining systems-inspired evergreen sessions and a forum of dialogue leveraging ORSC tools.

Through the dialogues, we aim to explore the meaning of being in community and integrate other systems-inspired disciplines in the field out there. Stay tuned for more news and exact dates!

If you'd like to be involved in this initiative, please contact Katelijne Vercaeren:

[socialmedia@crnglobal.com](mailto:socialmedia@crnglobal.com).

### **Marita joined the Agile Coaching Retreat North America**

In April, Marita Fridjhon, CEO and co-Founder of CRR Global, was a guest speaker of an expert panel at the Scrum Alliance® 2019 Agile Coaching Retreat in Berkeley, California.

These Retreats are developed in alignment with the Agile/Scrum values creating time and space for focused learning and growth. The learning is done using the agile process framework called Scrum with teams at the heart of it. CRR Global, being at the core of facilitating deep, collaborative, shared learning in a systemic setting, confirms once more the enabling role ORSC plays in transforming agile organizations.

You can find Marita's Rant, Reflect and What Now at the coaching retreat on YouTube.

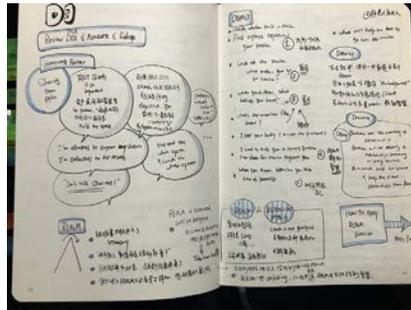
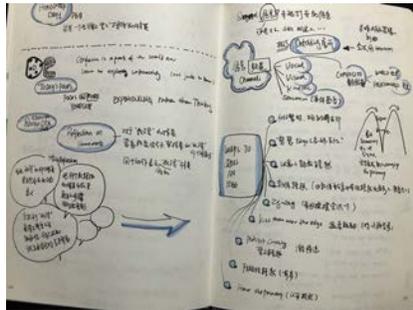
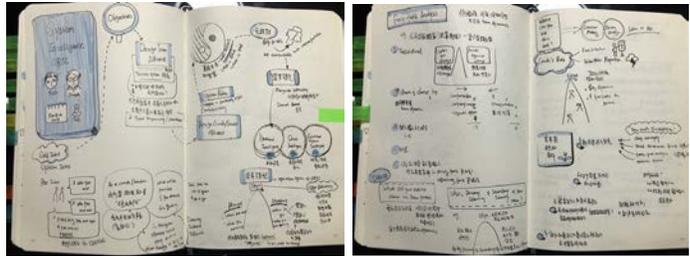
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## CHINA

*Visual note-taking to deepen the learning*

ORSC and Unlocking Creativity have a longstanding relationship. Lily Chen attended the ORSC Intelligence module in Shanghai, China, earlier this year and she is happy to share her visual note-taking to capture the learnings from the training.



To download these images as a PDF click [HERE](#).

In addition to the ORSC series **CRR GLOBAL** offers the **LEAPERS TELECOURSE**



**COST:**  
\$525.00 USD

**MODULE 1:**  
8:30am-10:30am PT

**MODULE 2:**  
8:30am-10:30am PT

**MODULE 3:**  
8:30am-10:30am PT

**To Register:**  
**CALL:** 866-435-5939 x7012  
**VISIT:** [crrglobal.com/leapers](http://crrglobal.com/leapers)  
**EMAIL:** [info@crrglobal.com](mailto:info@crrglobal.com)

### **Leapers, Bridge Builders and Tradition Holders:**

*Response Styles to Change*

#### ***Virtual Program!***

If you are looking for a workshop structure to help facilitate change initiatives, this telecourse will provide that structure and give you everything you need to lead a change workshop. Created and led by Faith Fuller, president and co-founder of CRR Global, this change-workshop-in-a-box is held on the Zoom platform. No prerequisite is required.

Upon completion, you will receive a certificate and 6 ICF CCEs.

For more information, please visit our website:  
[crrglobal.com/leapers](http://crrglobal.com/leapers)

## WORLD WORK PROJECT

*As part of CRR Global's Certification program, students must complete a World Work project - taking ORSC out into the world for the common good.*

Here is a story from an ORSC-certified world worker hailing from Japan:



## BRINGING ORSC TO THE JAPAN LACROSSE TEAM

As part of her world work, Keiko Muramatsu coaches the women's Lacrosse Japan team in the age category of 15 to 19 year old girls. For the novices among us, Lacrosse is a team sport played with a lacrosse stick and a lacrosse ball. Players use the head of the lacrosse stick to carry, pass, catch, and shoot the ball into the goal.

The stakes are high. The goal of the team is to make the selection for the world cup in Canada, August of this year, and that Lacrosse might be recognized as an Olympic sport in 2028. So the girls she is coaching now will most likely be the leaders of the national team in the future.

In addition to her general management and administrative duties for the team, Keiko offers systemic leadership coaching to the team using the ORSC model. According to Keiko, the relationship between players is essential in sports and all players are highly committed to attending the ORSC team coaching sessions

in addition to their regular training schedule. And it is not just about the players; the three coaches on the field are also included as they need to function as a well-oiled system.

Keiko wishes for the team to gain a greater understanding of what happens in their system. She explores the team's edges and prepares them to deal with the unexpected. For example, in Japan, it is a big deal to go abroad to compete in a different language, such as English. She also focuses on facilitating Lands work between the different age groups as the expectations linked to a specific age group vary greatly in Japanese culture. To create more intimacy, she leverages the two percent truth exercise. As athletes are very body aware, Keiko finds that they more easily connect to the dreaming and the essence levels.

As for her own learning journey, Keiko learns to trust her own judgement in contributing to deliver the tangible results the team is aiming

## TRAINING COURSES

### *New Locations*

This year, CRR Global added a number of *new* locations to its growing portfolio of training worldwide.

For a list of worldwide dates and locations for CRR Global courses, including the flagship ORSC coaching series, please visit our website: [crrglobal.com/course-locations](http://crrglobal.com/course-locations)



 **Stay Connected** 



For previous versions of the CRR Global Newsletter, visit: [crrglobal.com/newsletter1](http://crrglobal.com/newsletter1)

## CREATING INTELLIGENT TEAMS

*by co-author and CRR Global's CEO and co-founder Marita Fridjhon*

Purchase the book [HERE](#)

