To Collaborate:
Let’s Stop Talking First
To Facilitate Informal Constellations

Stay in the Facilitation Stance:

- Neutral and Open to Content yet Holding the Process Firmly, especially the debrief

Reaffirm that all places people stand are OK:

- Say it many times (ex: “Stand where it is true for you.” “It’s better to know what’s true than have false harmony.”)
- Walk around all parts of the constellation, especially the parts that feel “exposed”
- Do not make comments about what people say (or even noises of agreement or disagreement)
Facilitate Informal Constellations Step-by-Step

1. “Warm up” to teach mechanics of constellations

2. Facilitate constellations around a key topic

3. Break the constellation form & take it to analysis/action

4. Seal the deal: everyone hears the outcomes

Throughout: You remain solidly in the Facilitation Stance
Where do Informal Constellations Come From?

**Constellation:**
Making use of the physical arrangement of people to explore a topic or set of relationships.

Informal Constellations is an ORSC tool (Organization & Relationship Systems Coaching) developed by CRR Global Inc. co-founders Marita Fridjhon and Faith Fuller.
Don’t Shortcut the Prep for Step 2

2. Facilitate constellations around a key topic

Crafting the constellation statements can be tricky

They need to state a perspective so it’s easy for people to evaluate where they “stand” and they need to be neutral so that people are willing to be truthful.

✗ I support management’s directive of agile everywhere.

✓ Agile everywhere has clear benefits for us.
Test Drive!

How easy is the statement to understand?

How much are you willing to be truthful?
Stay in the Facilitation Stance

Radical Neutrality
Open to What Happens
Hold the Process Firmly and Clearly
Actively Manage Your Triggers and Biases

WARNING: Do not facilitate informal constellations if you cannot let go of your position or your hope for a specific outcome.

ENCOURAGEMENT: Do facilitate informal constellations if you believe that the group knowing about their inherent diversity will help them move forward.