Meet Willem, Marc and Nynke

Willem van den Ende is a Dutch eXtreme Programming pioneer. He started programming at age 10, and the two things he has done for at least 10.000 hours are programming computers and observing people. This makes him very flexible and having an improvising attitude during workshops. He has the ability to let people see things differently.
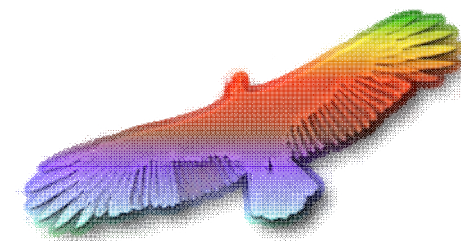
Marc Evers works as an independent coach, trainer and consultant in the field of (agile) software development. Marc develops true learning organizations and knows how to combine his real-world experience with knowledge that is out there to create novel solutions. He likes to add games to highly-rated workshops, so participants have fun and learn from experience.

Nynke Etk Fokma is an accomplished system architect. Responding to curiosity, changing circumstances, and opportunities for exploration, she has held many roles. In recent years she developed a second and parallel main career as coach/facilitator. She knows what to add to resources in order to extend previously perceived limitations and boundaries.

Satir workshops

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Satir workshops

Training in soft skills

Controlled Folly

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Organisational sculpting

A powerful and versatile tool that can generate large amounts of useful data, laying a sound basis for a long term program of work on key organisational issues.

Useful for:

- illustrating problems experienced by a particular type of organisation.

- illustrating relationships between state and local organisations of state wide services.

- developing a strategy by helping an organisation assess its relationship with external organizations.

- team building by assessing the dynamics of the team and its relationships with other teams.

- helping an individual manager identify the dynamics of a problem set of relationships.

- providing feedback to a system.

And, there is no such thing as a free lunch ...

Consultant and organisation must be prepared for receiving critical feedback, before they take this road less traveled by. That makes all the difference.

Virginia Satir, an internationally acclaimed author, teacher and therapist, developed a universal approach to systems that has allowed her concepts and techniques to be among the most useful and dynamic approaches for increasing leader effectiveness, including preparing for such critical feedback.

Workshop Schedule

Participants receive workshop materials some 3 weeks before the workshop including questions that help participants focus on what it is they wish for as a result from the workshop.

Day one:

- Morning: Learn to deal congruently with your own stress by fooling around with the coping stances (pdf).

  Experiencing the four typical folly patterns of defensive coping responses to stress, in fun and enjoyable exercises.

- Cook a palatable meal with ingredients of an interaction (pdf).

- Lunch

- Respect the individual as well as the system when leading change with the Satir change model (webpage).

- Dinner: Set all tongues wagging in a temperature reading (pdf).

- Evening: Relaxation. Perhaps some preliminary practice at the bar?

Day two:

- Morning: Bring it all together in organisational sculpting (pdf).

- Lunch

- Afternoon: Conflict resolutions in a Parts Party! (pdf).

- Taking it into Real Life and closing with celebration ritual.

Satir hologram floormap
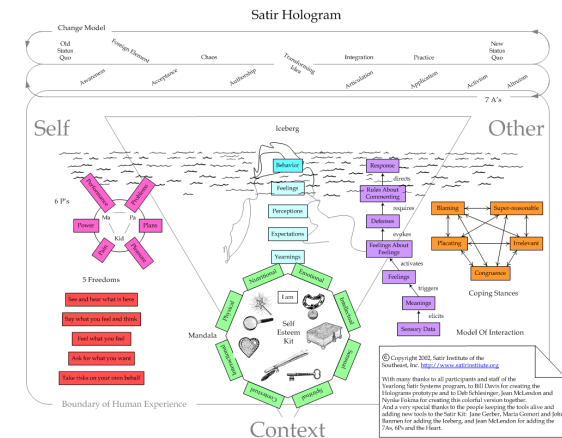
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Walking talk and talking walk

SEEING AND HEARING
what is here, instead of what should be, was, or will be

SAYING
what one feels and thinks instead of what one should

FEELING
what one feels, instead of what one ought

ASKING
for what one wants, instead of always waiting for permission

TAKING RISKS
in one's own behalf, instead of choosing to be only 'secure' and not rocking the boat

WE ARE LOOKING FORWARD TO MEETING YOU!