

# ABC

## 1. FUNDAMENTALS

### TOOLS

- ORSC Model
- Third Entity
- Systems Approach
- String Exercise
- Designing Team Alliance (DTA) & Leader Alliance (DLA)
- Alignment Work
- Team Toxin Grid/Conflict Protocol
- Informal Constellations
- Relationship Myth

### SKILLS

- Normalising
- Revealing the System
- Create Positivity
- Acknowledge the Relationship
- Self-Management
- Not Taking Sides
- Setting Context & Fade
- Action/Accountability
- Bilateral Ventilation
- Reads and Works with the Emotional Field
- Comes from and Works with MetaSkills



**WHO KNOWS  
WHAT IS GOOD  
AND WHAT  
IS BAD?**

**YOU HAVE LEARNT 40 NEW TOOLS + 27 NEW SKILLS**

# ORSC SERIES

## The Relationship is the client

## 2. INTELLIGENCE

### TOOLS

- Force Field Analysis
- Edge Work
- Signals and Double Signals
- Working with Realm
- Deep Democracy Process
- Appreciation Loop
- Partner as Dream Door
- Eldership
- Meta Partners
- Meta Communication
- Rank & Revenge
- Ground Conditions for Change

### SKILLS

- Unfolding Skills
- Amplification (movement, sound, prohibition)
- Channel Switch
- Blank Access Questions
- Primary/Secondday Edge Awareness Process
- Signals & Edge Theory as Operating System
- Metaskill of Lion's Roar



## 3. GEOGRAPHY

### TOOLS

- My Land Visualization
- My Land, Your Land, Our Land
- Organisational Lands Work
- Roles (Outer, Inner, Secret Selves (Positive & Triggered), Ghosts and Time Spirits
- Unfolding Positive Aspects
- Nested Systems
- Discovering Essence Land with Aspects
- Mansion Visualisation
- De-triggering Triggered Selves
- Paper Constellations

### SKILLS

- MetaSkills (Joy in the Difference, Deep Democracy)



## 4. PATH

### TOOLS

- Three Levels of Reality (Essence, Dreaming, Consensus Reality)
- MetaSkills Wheel
- High Dream/Low Dream
- Original Myth Coaching
- Steps for Myth Change
- Myth Change for Organizations
- Meta Partners
- Partner as Truth Teller/Mirror (2% Truth)
- Bringing Down the Vision
- Dream Behind the Complaint
- Four Abodes
- Quantum Flirts
- Three Levels of Reality
- Wheeler Fish

### SKILLS

- Work with Essence, Dreaming & Consensus Reality Levels
- Set Context and Fade
- Educate
- Use MetaSkills to Create EF
- Create Clear Agenda
- Normalize/Validate
- Unfolding Skills



## 5. SYSTEMS INTEGRATION

- Putting it all Together
- Stages of Systems Entry
- Approaches to Assessment
- Team Strengths and Challenges
- Team Games (Secret Self Mingle, A Great Wind Blows, Appreciation Seat)



## ORSC | COMPETENCIES

- Holds the Relationship System as the Client
- Holds the Relationship System as Naturally Intelligent and Creative
- Reveals the Relationship System to Itself
- Reads and Works with the Emotional Field (EF)
- Practice Good Ethics
- Meets ICF Coaching Practice Competencies - Holds Client Agenda & Forwards the Action
- Comes from and works with MetaSkills
- Champions Deep Democracy
- Fluidly Navigates at Least Two of the Three Levels
- Works with the Whole Relationship System



**RELATIONSHIP SYSTEM** –  
is a group of interdependent  
entities with a common focus  
or identity

## ORSC RULES

- ✓ 2% Truth
- ✓ Everyone is right partially
- ✓ All voices are an expression of the system



## VISUAL MAP OF ORSC TOOLS

CHANGE	COMMUNICATION	COLLABORATION	CONFLICT	POSITIVITY
Informal Constellation Edge Model Ground Conditions for Change Force Field Analysis Unfolding Lands Work Paper Constellation Three Levels of Reality High Dream/Low Dream Reclaiming the High Dream Myth Change	Designing Team Alliance & Leader Coaching Alliance Informal Constellation Toxins Grid Deep Democracy Process Outer Roles Inner Roles Paper Constellation	Designing Team Alliance & Leader Coaching Alliance 3rd Entity Informal Constellation Deep Democracy Process Outer Roles Inner Roles Lands Work Paper Constellation Metaskills Wheel Bringing Down the Vision	Designed Alliance Alignment Coaching Toxins Grid & Conflict Protocol Rank & Revenge Outer Roles Inner Roles Ghost Roles De-Triggering Three Levels of Reality 2% Truth Dream Behind the Complaint	Gottman Positivity Research Original Myth Appreciation Loop Four Abodes

## AN EXAMPLE OF A 6-MONTH ORSC PROGRAMME

SESSION 1	SESSION 2	SESSION 3	SESSION 4	SESSION 5	SESSION 6
<ul style="list-style-type: none"> <li>● Education: definition of a System; Voice of the System; Edge Model &amp; Change Theory</li> <li>● DLA/DCA</li> <li>● Feedback assessment Results</li> <li>● Alignment on Team Development Plan</li> <li>● High Dream/Low Dream for the coaching</li> <li>● Alignment Coaching</li> <li>● Informal Constellation</li> </ul>	<ul style="list-style-type: none"> <li>● Revisit DTA/DLA</li> <li>● Positivity/Productivity Research</li> <li>● Original Myth</li> <li>● Team Toxins &amp; Conflict Protocol</li> <li>● Metaskills Wheel (company values or other Metaskills applied to key topic(s))</li> <li>● Action Planning and Accountability</li> <li>● Appreciation Loop</li> </ul>	<ul style="list-style-type: none"> <li>● Revisit DTA/DLA and check in on Action Plan</li> <li>● Three Levels of Reality</li> <li>● Bringing Down the Vision</li> <li>● Action Planning and Accountability</li> <li>● Outer Roles</li> <li>● Ghost Roles</li> </ul>	<ul style="list-style-type: none"> <li>● Revisit DTA/DLA and check in on Action Plan</li> <li>● Informal Constellation</li> <li>● Metaskills Wheel (company values or other Metaskills applied to key topic(s))</li> <li>● Understanding Rank, Privilege and Revenge</li> <li>● Action Planning and Accountability</li> </ul>	<ul style="list-style-type: none"> <li>● Revisit DTA/DLA and check in on Action Plan</li> <li>● Myth Change</li> <li>● Deep Democracy Process (Stakeholder Mapping)</li> <li>● Force Field Analysis</li> <li>● Action Planning and Accountability</li> </ul>	<ul style="list-style-type: none"> <li>● Revisit DTA/DLA and check in on Action Plan</li> <li>● My Land Visualisation</li> <li>● Sharing Secret Selves</li> <li>● Four Abodes</li> <li>● Action Planning and Accountability to sustain team development</li> <li>● Re-assessment and feedback</li> </ul>