



ORGANIZATION & RELATIONSHIP SYSTEMS COACHING

ADVANCED TRAINING FOR COACHES, CONSULTANTS & FACILITATORS





*Join a growing and committed community of
Organization & Relationship Systems practitioners,
spanning the globe and changing the world
one relationship system at a time.*

Frequently Asked Questions

What is ORSC™?

ORSC stands for Organization and Relationship Systems Coaching. ORSC is an integrated and robust coaching model based on Relationship Systems Intelligence™.

Beyond Emotional Intelligence (relationship with oneself) and Social Intelligence (relationship with other) is the realm of Relationship Systems Intelligence where one's focus shifts to the relationship with the group, team or system. This approach creates sustainable and resilient teams and families.

How does ORSC work with other coaching and training methodologies?

The analogy that we like to use is that ORSC is an operating system upon which other applications, mental models and training approaches can be reinterpreted.

Once our students make the paradigm shift from engaging individuals to the entire group (what we call The Third Entity™), a whole new world of opportunities emerge. Many students report great satisfaction because what they've already learned and used in their work is even more effective when coupled with ORSC principles.

What is the foundation for ORSC?

ORSC is based on Systems Theory, Process Work, OD Theory, Family Systems Therapy, Alternative Dispute Resolution, Quantum Physics, Co-Active Coaching™, and Taoism. At its core is the study of Relationship Systems Intelligence.

What is Relationship Systems Intelligence™?

Relationship Systems Intelligence™ (RSI) includes and transcends Emotional Social Intelligence (ESI) pioneered by Daniel Goleman and others. RSI starts with an understanding of oneself (Emotional Intelligence), moves on to include an understanding of other's emotional experience (Social Intelligence) and culminates with the ability to identify with and collaborate with groups, teams, communities and other social systems (Relationship Systems Intelligence™). It is this final evolution, RSI, which catalyzes the capacity of teams and groups to move beyond the personal to a powerfully generative group identity.

I coach individuals not couples or teams. How does ORSC impact one-on-one coaching?

The self is the first system. Human beings are complex, and a single person is a system unto his or herself, with many relationships impacting her life. Her relationship to money, to food, to work, to family, to friends, to herself. Relationship Systems Coaching focuses on the totality of your client, a more effective approach that encompasses all her facets, interdependencies, and dichotomies.

How is the training conducted?

Many of our courses are face-to-face, as that is the best way to master relationship systems coaching. We offer our courses around the world, including destination cities like: London, Dubai, San Francisco, Paris, Johannesburg, Tokyo and Madrid.

Should I take ORS@Work or Fundamentals?

Both courses cover the same skills, tools and content. However, ORS@Work uses scenarios and practice exercises that have been contextualized for the workplace. We recommend that coaches take Fundamentals and that managers, leaders and those in the Human Resources, Organizational Development or training fields take ORS@Work.

Are your courses ICF accredited?

Our coach training courses earn ICF CCEUs and our certification is an ICF Accredited Coach Training Program. Those who complete the entire five-course ORSC training series from Fundamentals through Systems Integration earn 84 CCEUs. Those who complete the ORSC Certification program earn the credential ORSCC and an additional 99.5 CCEUs.



At the completion of ORSC Certification, you will also have all the necessary CCEUs for ACC and PCC accreditation by the ICF.

Do you offer Certification in ORSC?

Yes. We're proud to say we have hundreds of certified ORSC coaches around the world on every continent influencing the home and work lives of people for the better.

Do you offer CE's for LMFT, LCSW, LEP or LPCC?

CRR Global is an approved CE provider by the California Board of Behavioral Sciences and offers continuing education units in the State of California.

ORGANIZATION AND RELATIONSHIP SYSTEMS AT WORK

Constant change is the new norm. Thanks to the internet which facilitates global collaboration 24/7, work that was once performed by individuals is now being tasked to teams. The increase in numbers of knowledge workers who must share information, insights, learning and best practices in order for companies to succeed, further stresses communication channels.

So how can organizations create a work environment that supports complex human interactions, embraces conflict, retains valuable knowledge workers and change at the speed of light while remaining profitable and productive?

Introducing Relationship Systems Intelligence

Beyond Emotional Intelligence (relationship with oneself), and Social Intelligence (relationship with other) lies Relationship Systems Intelligence where the focus is on the entire group, team or system.

This approach has been effectively applied in family and marital therapy for decades, and is now being brought into the realm of work teams and organizations with positive results. You will leverage Relationship Systems Intelligence to tackle some of the common ailments that plague work environments:

- Ineffective or toxic communication
- Low team morale or burnout
- Conflict avoidance and non-resolution
- Lack of creativity and productivity
- Confusion about roles on a team

This Course Is Great for

- Experienced coaches who want to expand their coaching repertoire to include systems work.
- Allied professionals already engaged in working with groups, teams and partnerships; mediators, lawyers, couples and family therapists.
- Organizational Development, Human Resource and Training professionals.
- Organizational Leaders, CEOs, Managers and Executives.

Outcomes from the Course

- You will be better equipped to handle mergers, acquisitions, downsizing and growth.
- Your teams will be more resilient, positive and fearless in the face of conflict.
- Individuals will be more engaged, inspired and adept at navigating politically-charged situations.
- You'll feel greater confidence engaging entire teams and organizations in development initiatives.

Prerequisites

Coaches - ideally will have completed 40 hours of coach training through an ICF-accredited coach training program or be an ACC, PCC or MCC.

Non-Coaches - ideally will have experience in training, facilitation, consulting or coaching skills.



Fundamentals

ORGANIZATION AND RELATIONSHIP SYSTEMS COACHING

In this course you will explore a groundbreaking model for coaching teams, families, couples, and organizations. Based on Systems Theory, Process Work, Family Systems Therapy, Alternative Dispute Resolution, Quantum Physics, Co-Active Coaching™, and Taoism, the ORSC model will change the way you work.

Receive hands-on training in the use of a relationship systems approach to coaching and therapy in a variety of applications through a combination of scenarios and live material.

Introducing Relationship Systems Intelligence

Beyond Emotional Intelligence (relationship with oneself), and Social Intelligence (relationship with other) lies Relationship Systems Intelligence where the focus is on the collective wisdom of the group, team or system.

Teams, families, couples, and systems are higher functioning when the members have a higher degree of relationship systems intelligence. The tools and approaches taught in this course are designed to support that objective.

This Course Is Great for

- Experienced personal and business coaches who want to expand their coaching repertoire to include systems work.
- Allied professionals already engaged in working with couples, family systems and partnerships; like mediators and lawyers.
- Therapists and counsellors.

Some of the Skills and Tools You'll Learn

- Coaching the Third Entity™. Each group, team or partnership is more than just a collection of individuals. A distinct and integrous entity exists - and that is what you will coach.
- Designed Partnership Alliances. Think of these as the “rules of the road,” that the person, team or organization whom you’re coaching establishes among themselves with your guidance.
- Alignment Skills. What you perceive to be the client’s opportunities for growth and what the client perceives to be his/her/their challenges aren’t always in synch.
- Deep Democracy is a powerful tool for organizations. You will practice “constellating the system,” which reveals the roles and positions each team member holds, garnering deeper insights that can direct future growth.
- Crafting a Relationship Myth. There is an archetypal nature to relationships. In this course you will learn how to craft a narrative with your team or client that resonates deeply and plots a course for change.

Prerequisites

Coaches - ideally have completed 40 hours of coach training through an ICF-accredited coach training program or be an ACC, PCC or MCC.

Non-Coaches - ideally have deep experience in training, facilitation, consulting or coaching skills. Call to learn more.



12 ICF CCEUs
2 Consecutive Days



Intelligence

A ROADMAP FOR CHANGE

Change is inevitable, constant, and necessary, and the ability to navigate change is a hallmark of systemic health. In this three-day course, you will explore and map the role emotions play in human relationship systems and learn how to help others establish a “locus of control.” This paradigm shift will enable you to embrace the idea that change is a normal phenomenon--the key to systemic evolution.

This course provides a robust toolkit for increasing emotional resilience in the face of change. You’ll also learn a skillset that supports you and your clients in dealing with difficult circumstances with dignity and wisdom, moving from Emotional Intelligence and Social Intelligence to Relationship Systems Intelligence.

Edges

The Edge is the line between the known and the unknown—it is at the limit of what we know about ourselves. Any time you try a new behavior or idea or perspective, you are crossing an Edge.

As long as teams and individuals grow and change, there will always be new frontiers and edges to explore. Coaching groups and teams at the edge is frustrating, scary, exhilarating and highly necessary. In this course, you will explore your edges, and learn how to coach your clients over their edges.

Some examples of the edges your clients might face include:

- A shy person who has to make presentations to large groups as a requirement of her new job.
- A company that must downsize or close the doors.
- A family facing a bankruptcy or foreclosure.
- A couple having a baby.
- A CEO preparing to step-down.

Prerequisites

Students must have completed either the ORSC Fundamentals or ORS@Work course. The four ORSC Series courses must be completed in order (Intelligence, Geography, Path, then Systems Integration).

Outcomes from the Course

- Acquire greater fluidity and agility in your coaching approach, and be equipped to set the ground conditions for change.
- Internalize an entirely new model for coaching organizations, teams, couples and individuals based on Arnold Mindell’s Process Work.
- Access and integrate systems intelligence from multiple channels (visual, auditory, proprioceptive, kinesthetic, relational, environmental) in order to successfully manage change.
- Leverage change management theory to create the ground conditions for team and organizational resilience.
- Master coaching techniques for deepening and managing emotionally intense issues in both organizational and intimate relationships.
- Identify and diminish highly negative conflict styles and team toxins.
- Discover the power of Deep Democracy with, and for, your clients, which insists that all the voices of a system be heard and honored -- even the unpopular ones, because only then will the system be ready for change.
- Increase positivity within business, non-profit and personal relationships through the application of appreciation loops and dream doors.



18 ICF CCEUs
3 Consecutive Days

Geography

ROLES AND STRUCTURES

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,” you’ll appreciate the simple and elegant tools this course provides for moving beyond that place. Lands Work allows you and your clients or team to develop an awareness of the diversity and differences which people add to a system and proactively create from these differences, while flexing 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.

Prerequisites

Students must have completed either the ORSC Fundamentals or ORS@Work course and the Intelligence course. The four ORSC Series courses must be completed in order (Intelligence, Geography, Path, then Systems Integration).

Outcomes from the Course

- 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), in 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.
- Have tools for creating greater empathy around individual and organizational differences, and be able to creatively harness those differences.

18 ICF CCEUs
3 Consecutive Days



1 Select either Fundamentals or ORS@Work as your introductory course.

2 Move into the four-course ORSC Series and/or...

3 Bring ORSC curriculum into your client's organization or your own.

4 Join an ORSC Certification Cohort and earn the ORSCC credential.

5 Become a licensed provider of RSI@Work courses.

6 Join our network of ORSC Certified Blue Ribbon Coaches.

* Access free resources to help you learn, practice and hone your Organization and Relationship Systems Coaching skills.

* Develop your paired coaching and facilitation skills.

* Take supplemental ORSC-based courses like The Inside Team.

CRR Global offers our students a variety of enrollment packages and payment plans for our ORSC training and certification tracks. For details contact info@crrglobal.com.

Fundamentals

Introduction to Organization & Relationship Systems

2 Days | 12 CCEUs

1

ORS@Work

Introduction to Organization & Relationship Systems

2 Days | 12 CCEUs

In-House ORSC Series

RSI@Work

Relationship Systems Intelligence

Executive Coaching

Organizational & Team Coaching

Culture Survey

Custom Training

3

CRR C



Global



Intelligence
A Roadmap for Change >

I 3 Days | 18 CCEUs

Geography
Roles and Structure >

II 3 Days | 18 CCEUs

Path
Vision and Potential >

III 3 Days | 18 CCEUs

Systems Integration
Moving toward Mastery >

IV 3 Days | 18 CCEUs



ORSC Certification
Organization &
Relationship
Systems
Coaching >

8 Months | 99.5 CCEUs



RSI@Work License
Relationship
Systems
Intelligence



ORSCC
Blue Ribbon Coaches



Consultation Calls
Free monthly calls led by founder Marita Fridjhon focused on the application of ORSC tools.

ORSCGlobal.com
An online community network where ORSC practitioners share tips, best practices and insights.

Wave
The blog and e-newsletter for practitioners of ORSC contains book reviews and how-to articles.

Assistants Program
Serve as an assistant for any ORSC course you've completed; a powerful learning experience.



Alchemy
The Art and Magic of Creating from Relationship >

3 Days | 16.5 CCEUs



The Inside Team
An ORSC-Inside Teleseries >

10 Weeks | 15 CCEUs

VISION AND POTENTIAL

Relationships are inherently generative—they produce something the moment two or more people get together. What is created may be feelings or stories or plans or ideas. It could be something as mundane as a task list or as profound as a baby.

In this course you will focus on partnerships as a creative force, and examine sophisticated concepts like the Path of Relationship, Quantum Physics and Dreams while exploring how to create a shared vision and a strategic plan for achieving that vision.

The Path of Relationship

Relationships, personal and professional, are paths to growth. In order to maximize the power and potential of relationships, one must understand the different levels of reality in which relationship dwells, and then become more fluid at moving among those levels. In this course, you will learn how to help your clients choose what they create.

Conflict Management

The Path Course also provides tools for working with conflict, which is so crucial anytime you're dealing with relationships. Since most conflicts arise when people don't share a vision or the same "consensus reality," the first step to mitigating conflict is to be aware of those differences. During this three-day course, you'll have the opportunity to practice using several tools that will turn conflict into a powerful engine for growth.

Myths

Myths are powerful and archetypal narratives that shape our reality. In Path you'll explore how to locate a "myth crisis" and then work with your client to manifest the new myth.

Prerequisites

Students must have completed either ORSC Fundamentals or ORS@ Work, and both Intelligence and Geography courses. The four ORSC Series courses must be completed in order (Intelligence, Geography, Path, then Systems Integration).

Outcomes from the Course

- Understand the theory and application of the Three Levels of Reality and how they are critical to the healthy functioning of relationship systems of all kinds.
- Be able to uncover and coach the conscious and unconscious fears that impact relationship behaviors (High/Low Dream).
- Know the theory for identifying the deep meaning of each relationship system and have the tools to assist clients in accessing it (Relationship Myth).
- Understand the function of relationship myth as a governing structure for relationships of all kinds and the need for myth change over time.
- Have tools for working with myth and myth change and have a chance to practice those tools with personal and organizational vignettes.
- Have a tool for creating conscious and intentional emotional fields to support specific coaching situations (MetaSkills™ Wheel).
- Possess a set of large-scale tools for bringing an organizational vision down into practical reality (Bringing Down the Vision).

Systems Integration

MOVING TOWARD MASTERY

The final course of the ORSC series provides a learning space where you can deepen and hone the skills of Organization and Relationship Systems Coaching™.

This course integrates the dimensions of Intelligence, Geography, and Path through hands-on practice, group supervision, a deepened understanding of the underpinning of the model and practice, practice, practice.

Worldwork MetaSkills

As you move from coaching individuals and pairs to groups and organizations, you are embarking on a path to Worldwork--impacting the consciousness of the world through your actions. This transition requires a new set of MetaSkills to which you will be introduced, including: Non-attachment, Energetic Awareness, Disturbance as Ally, Meta View, Crazy Wisdom, Service and Deep Democracy.

Worldwork is a state of being as well as doing. Working with groups can be challenging, requiring coaches and consultants to manage their own feelings, be aware of individual interactions and monitor emotional fields, all while maintaining awareness of the entire system. Your ability to “hold it all” will improve if you can maintain a stance in the midst of the storm.



Team Coaching

Team or group coaching occurs when a coach or consultant engages with more than two people. The skills and tools used in the Deep Democracy process transfer perfectly to team/group coaching.

The stages of this process, which you’ll learn in Systems Integration, include: Filtering/Sorting, Gaining Consensus, Identifying Roles and Ghost Roles, Locating Edges and Hot Spots, Escalation and De-escalation, and finally Temporary Resolution.

The Systems Integration course is designed to help students practice individual tools, combine skillsets to meet a variety of scenarios, and master MetaSkills.

Prerequisites

Students must have completed either ORSC Fundamentals or ORS@ Work, and Intelligence, Geography and Path (in that order).

Outcomes from the Course

- Deepen your understanding of the relationship dimensions of Relationship Intelligence, System Geography and Relationship Path and their different contributions to Organization and Relationship Systems Coaching.
- Practice integrating the skills and tools of Intelligence, Geography and Path so that these can be utilized fluidly and flexibly as the situation demands.
- Increase your confidence as an Organization and Relationship Systems coach, consultant, therapist or counsellor.
- Add new practical tools and skills to your coaching toolkit.
- Receive additional training in group coaching. Practice, practice, practice! Create community and have fun!

18 ICF CCEUs
3 Consecutive Days



ORSC Certification

ORGANIZATION AND RELATIONSHIP SYSTEMS COACHING

Take your ORSC training to the next level by becoming a world class practitioner and earning the ORSC credential. Cohorts are comprised of 12-15 practitioners, often spanning the globe.

This unique, comprehensive, eight-month program with extensive practice, online study and supervision, is designed to produce the best ORSC practitioners in the world.

Outcomes

- Practice Development. Over the course of the program you will learn how to confidently talk about ORSC coaching, enroll clients and charge what you are worth.
- Mastery as an ORSC Certified Coach. The Program creates proficiency and skill in consistently using the ORSC tools and skills with clients.
- Personal Growth. Emotional and social intelligence is a natural side effect of continuing ORSC study. Deepen the powerful personal growth you began during the courses.
- Credentialing. Upon successful completion you will receive the ORSC Credential. This will make you one of the elite graduates of the first ICF accredited Relationship Systems Coaching Program.
- Practically apply your learning with your Worldwork Project. The Worldwork Project invites you to directly apply the ORSC model to an area in your personal or professional life where you passionately desire change to come about.

What ORSC Certification Provides

- Credibility in an ever more demanding professional field via an ICF sanctioned credential: ORSC.
- Membership in an elite community of uniquely qualified practitioners sharing experiences from the field.
- Eligibility for status as an ORSC Blue Ribbon Coach — an elite corps of organizational coaches deployed on CRR Global client engagements.
- Extensive supervision from a highly-skilled faculty who provide timely feedback.

Prerequisites

Certification applicants must have completed the ORSC Series including Fundamentals or ORS@Work, Intelligence, Geography, Path and Systems Integration.

The Certification Program Structure

The ORSC Certification consists of two semesters (four months each, with a three-week break) of practice, online study, and extensive supervision. Some components of the program are:

- Skill Drill Calls. 120-minute calls where you will study an ORSC skill or tool in depth and then practice coaching with it.
- 17 Hours of Supervision. The program places a premium on supervision with five hours of Group Supervision (learning from each others coaching recordings), six hours of live Team Coaching Supervision (using scenario) and six hours of Individual (one-to-one) Supervision.
- Colleague Calls. Frequent triads within your cohort to discuss the material and create community.
- Worldwork Project. The Worldwork project allows you to apply the ORSC materials in the real world and develop yourself as a change agent. The project can be as modest or ambitious as you choose.
- 100 Hours of Coaching. You have a year to complete their hours and the practice requirement supports you crossing the edge to become a successful ORSC practitioner.
- Three-Day Residential Training in Group Processes. Your cohort will convene in one location for face-to-face training experiences.



**99.5 ICF CCEUs
8 Months**

Alchemy: the Art & Science of Co-facilitation

LEARN HOW TO CO-LEAD, CO-COACH AND CO-FACILITATE



Have you ever left a workshop feeling uplifted and inspired? How about ready, able and excited to implement what you have learned? Creating that kind of impact is what Alchemy is all about.

Magical co-facilitation doesn't just happen. But knowing how to mix science and systems theory with verve and vitality gives you and your partner the power to create and deliver great programs together.

Alchemy is for facilitators who want to "up their game." You will incorporate the latest from systems and adult learning theories plus tips from neuroscience into your repertoire. And you will learn how to deliver seamlessly and in-sync with your partner.

The focus is on co-delivery. The dynamic of two people facilitating well together creates a deep connection with participants and a sense of energy and safety that support learning that sticks.

Prerequisites

Ideally, you will have had some experience coaching, training, facilitating or consulting solo or in a partnership. However, no ORSC training courses are required.

Outcomes

- Make each other shine – even when you disagree
- Master your impact on participants and their learning
- Charm participants to enhance their success
- Model intended behaviors as you are teaching them
- Set or change the energy and pace consciously and intentionally
- Apply adult learning theory and neuroscience
- Have fluid, meaningful debriefs that cement this new learning
- Give generous and incisive feedback
- Have easy command instead of a regimented power and control style of teaching
- Trust yourself so you can tear up your script and respond to what's needed in the moment

16.5 ICF CCEUs
3 Consecutive Days

The Inside Team

A 10-PART WEEKLY TELESERIES



Based on the teachings of CRR Global; with kinship to Transactional Analysis, Voice Dialogue work, and other subpersonality work, The Inside Team enables clients and coaches to redesign their inner alliance with themselves. Class-size is limited to 15.

What is the Inside Team?

The Inside Team is that collection of voices, beliefs, aspects of our personalities that sometimes work in harmony, and sometimes don't. These inner conversations are so familiar to us that we often don't stop to notice what we are really saying-or not saying-and the effect that has on our choices and daily lives. In essence, they represent our unconsciously designed alliances with ourselves.

By bringing these Inside Team Players into awareness, and then consciously redesigning how you or your client want the team to operate; you can create powerful action.

Prerequisites

Certification from an ICF-Accredited Program (minimum of 125 hours of training) by way of CRR Global's or CTI's Core Curriculum. If you have not completed at the minimum Fundamentals (or ORS@Work), Intelligence and Geography, please contact us so we can determine if it is a fit.

Course Leader

Cynthia Loy Darst, CPCC, ORSCC, MCC, is internationally known as a pioneer in the world of coaching. One of the first faculty for CRR Global and The Coaches Training Institute, and one of the founders of the ICF and one-time President of ACTO, Cynthia brings her wealth of experience to this lively, weekly teleseries.

15 ICF CCEUs
10 Weekly Classes

Client Engagements

COACHING, CONSULTING, TRAINING, AND TRAIN-THE-TRAINER

Organization and Relationship Systems Coaching is too good not to share, and CRR Global often continues to work with our practitioners beyond the courses and certification.

Whether you're seeking support to bring this work to your clients, scaling for a large or global engagement, or bringing ORSC tools into your own organization or department, CRR Global has the "next step" for you.

CRR Global has helped hundreds of companies, non-profit organizations and government agencies around the world to tackle some of the common ailments that plague work environments:

- Ineffective or toxic communication
- Low team morale or burnout
- Conflict avoidance and non-resolution
- Lack of creativity and productivity
- Confusion about roles on a team

Executive Coaching & Pairs Coaching

CRR Global maintains a deep and experienced bench of ORSCC (ORSC Certified) Blue Ribbon Coaches who bring a relationship systems focus to their one-on-one and one-on-two coaching sessions.

ORSC is made for relationships. Whether they're coaching a C-level executive, a new manager and her direct report, or co-owners of a small organization, the ORSC approach can make a system-wide impact.

Organizational and Team Coaching

The beauty of ORSC is that it supports both small and large-scale coaching engagements: entire departments, divisions, even organizations can benefit from real-time interventions around culture, leadership, change and conflict management.

ORSC Team and Organizational Coaching can be done in person or via teleconferences depending on the client need and the geographic location(s) of the team members.

ORSC In-House Series

The ORSC Series and Certification can be offered "in-house" for a team or department seeking professional development and/or credentialing. We've trained and certified HR and OD professionals, in-house Coaches and many other cohorts of colleagues who work for the same organization.

The training scenarios are customized to apply to your industry and culture, and past cohorts have reported that it was a deeply bonding experience for their team.

RSI@Work (Relationship Systems Intelligence)

If after completing Fundamentals or ORS@Work, you thought to yourself, "I wish every person in my company knew some of these tools!" then RSI@Work is your answer. We've taken some of the most powerful and life-altering skills and tools from ORSC and adapted them for easy application among colleagues in the workplace.

- Improve communication and break down silos.
- Embrace conflict as a positive force for growth.
- Increase emotional, social and relationship systems intelligence.
- Increase organizational capacity to adapt to change.



Culture Survey

Culture Survey is an experiential workshop designed to engage your entire team as you explore and analyze the results of your Happiness Works Survey. ORSC-trained coaches facilitate this full-day foray into what makes your team tick.

Unique, upbeat and quirky activities will challenge everyone to think differently, communicate better and trust more deeply. Safe in an environment of positivity and fun, teams are able to broach tough topics (like what is holding them back) and co-create action plans that are relevant and implementable upon return to the workplace. Best of all, your team will leave with a new tool for making your meetings more impactful through shared accountability.

Change Management

Change is the new normal. In a 2008 study of 15,000 CEOs, nearly 60% stated they were ill-equipped to deal with the volume and frequency of organizational change. The number one area in which they struggled? The “soft stuff.”

Sharing a vision, gaining consensus, and dealing with a diverse population insofar as their personal styles around change require special skills. The course, “Leapers, Bridge Builders and Tradition Holders” is one of many ORSC engagements that can help organizations, departments and individuals negotiate change.

Custom Training and Curriculum Development

CRR Global is proud to have worked with other practitioners of renown to create original training and development curriculum, then support those trained to deliver it. Some partners have licensed existing curriculum while others have consulted with us to design a custom solution.

ORSC works well with other training and coaching modalities and is robust enough to support a vast array of development initiatives, including.

- Leadership Development
- Succession Planning
- Creating Values-Based Cultures
- Teamwork

Partial Client List

- Grand Canyon National Park
- Bank of America
- Cisco
- IBM
- Boeing
- United Emirates Bank
- Georgetown University
- Janssen Pharmaceuticals
- EPA
- The Freemasons of California
- US State Department

To learn more about how CRR Global can bring ORSC into your organization, client's organization, school or department, contact us at info@crrglobal.com.



“CRR Global was chosen to help create the Masonic Leadership Project which encouraged nearly 1,000 members to explore Masonic leadership values. This work will allow us to create leadership training and help our members lead positive change.

CRR Global was innovative, collaborative, and responsive. We highly recommend them.”

Andrew Ueling
VP Human Resources
Grand Lodge of the
Freemasons of California

“Of all the training I've participated in over the years, the ORSC™ experience is by far the most valuable and will enhance my practice immeasurably!”

Karen Green
EVP Strategy Direction
Leo Burnett

“The ORSC Certification is the most profound program I have ever encountered in the area of team coaching. Working with systems is fascinating and quite rewarding.

The depth of the ORSC philosophy combined with the wide variety of tools and skills have substantially contributed to my success and effectiveness as a professional. My clientele is growing by the day!”

Jennifer W. Campbell
Senior Consultant & Coach
Organizational Development,
Leadership & Change



“I have predominantly focused on one-to-one coaching in my practice and ORSC has given me the confidence needed for prospective corporate clients.

I will certainly use the tools I have learned in my own relationships.”

Obi James
Learning and Development
Program Manager
and
Executive Coach

“Using ORSC™ tools has given me a competitive edge in my training abilities that has helped me grow my business and deliver high quality training experiences for my clients.”

Kate Ebersole, CPCC
Personal Coach

“I will apply this in many ways. I will use it in one-on-one coaching, team coaching, mediation, team training, facilitating conferences and many more ways.

I will also use it with my own colleagues in team meetings and will share my learning with them.”

Linda Aspey
President of the Association of
Integrative Coach-Therapist
Professionals

