

Roles at Work

Who are BOB and BART?

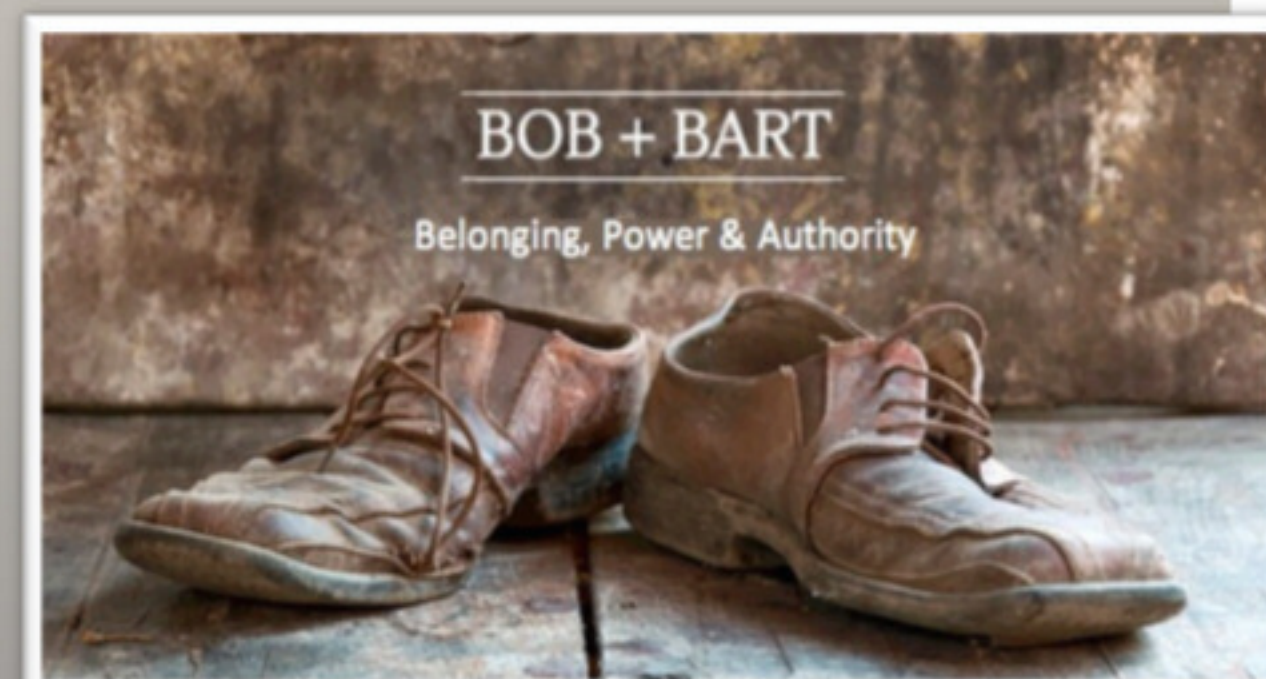
This workshop introduces **BOB** (*Belonging, Order, Balance*) and **BART** (*Boundaries, Authority, Roles, Task*), foundational principles operating in family and organizational systems, respectively. Lisa and Kate came to see the interplay of these principles through their deep grounding in [systemic constellations](#) and [group relations](#) work. BOB+BART are maps and tools to help us make visible and navigate these human dynamics successfully.

What's Role got to do with it?

A work role is more than the sum of the tasks listed on our job description. It exists on the edge between the person and the system. Organizational change is disruptive, and is felt in the way we take up our role because it requires that we rebalance power and authority. When we lose our footing in the midst of organizational change, no longer sure of our position or how to use power and authority, it is easy to fall back into familiar family patterns as we strive to stabilize ourselves. When we're able to function effectively in our role, beyond our family habits, we are free once again to lead authentically. We are able to create and contribute to organizations that express brilliance, get things done, and make a difference.

What do you mean by Belonging, Power, and Authority?

Organizations are temporary. They include multiple forms of work systems: sole proprietorships, professional associations and clubs, and the legal structures of a family business. We create and join them briefly to serve their respective missions. Families and bloodlines continue through time. Family is universally the group where **belonging** begins. Understanding the difference between 'belonging to' and 'joining' a temporary group/organization requires discernment and discipline especially when we judge our families to have fallen short or to have failed us in some way. The longing for family often predisposes us to seek 'belonging' in the groups we join. While there are many forms of power, our original source of **power** is the life we receive from our parents, family, and the generations that precede us. **Authority** is temporarily assigned by a group to facilitate the completion of a task.



Granville Island Hotel
Vancouver, BC

Friday April 27, 2018

Dr. Kate Regan &
Lisa Iversen MSW, LCSW

- Check-in:** 8:30 am (coffee & tea)
Workshop: 9 am–5 pm (break 12:30–1:30 pm)
Location: Granville Island Hotel, Vancouver, BC
Cost: before March 15th \$367.50 (350+17.50 GST)
 after March 15th \$420 (400+20 GST)
 for three or more registering from the same organization,
 before March 15th \$341.25 (325+16.25 GST)

For information and to register
email: rolesatwork@limina.ca

Hosts:

Lynn Corrigan 604-879-6191 &
Sharon Halfnight 604-836-5506

Facilitators:



Dr. Kate Regan



Lisa Iversen MSW, LCSW

When family roles and work roles are confused, situations easily become tangled. Our workplaces and organizations are deeply influenced by the invisible truths of our families. Our roles at work may be counterparts to the roles played in our family and in our ancestry. When these influences remain invisible, patterns of behaviour tend to repeat despite our best efforts to improve the situation, behave differently, or change the results we're getting.

During our time together

You will see how BOB + BART function as maps and tools to make visible unseen family patterns and assumptions that influence our behaviour and roles at work. The day provides participants with the opportunity to explore several organizational situations, to experientially access the BOB + BART fields of influence, and to observe how BOB + BART dynamics affect our lives at work.

Who can benefit from attending?

Formal and informal leaders, those in positions of authority in public, private and not-for-profit organizations, as well as coaches and consultants to individuals, groups, and organizations.

The workshop is limited to twenty-five participants. It uses an experiential learning model supported by lecture, debriefing, and discussion. Previous exposure and/or desire to learn through experiential learning is highly recommended. Come prepared to discuss current organizational dilemmas.

Explore:

- ✓ **Belonging vs. joining**
- ✓ **How group and family order (who is first, second, third, etc.) contrasts with organizational hierarchy**
- ✓ **Establishing, recognizing, crossing and negotiating boundaries**
- ✓ **Recognizing how we consciously and unconsciously authorize and are authorized by others**
- ✓ **Taking up familiar and unfamiliar roles**
- ✓ **The relationship between role, task, and job duties**

Kate Regan, Founder and President of Kairos Consulting Group, holds a doctorate in educational psychology and additional degrees in religion, art, and education. She trained as a systemic constellation facilitator with Francesca Mason Boring. Kate's work has focused on three areas:

1. Understanding the systemic nature of organizations, and how to work with an organization's culture when embarking on large scale change.
2. Working with executives and leadership teams to design and develop strategies for implementing change.
3. Designing and delivering educational programs to develop leadership and communication skills.

www.kairosconsultinggroup.com

Lisa Iversen, MSW, LCSW, is the author of the book, *Ancestral Blueprints: Revealing Invisible Truths in America's Soul*. In addition to her 19 years of experience facilitating constellations, Lisa is a seasoned teacher, speaker and conference presenter. Prior to her current practice and public engagements, she was founding and principle partner in TalkWorks Consulting, a team of workplace communication specialists. Lisa often functions as a shadow consultant to organizational professionals who are trying to unravel and understand the family dynamics, historical backgrounds, and social contexts underlying the organizational dilemmas they are trying to solve. She is the founder and director of the Center for Ancestral Blueprints, a Licensed Clinical Social Worker, and a practicing psychotherapist.

www.ancestralblueprints.com