



fluid

transformation

from

within

510-653-1986

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www.VolkerFrank.com

Have you set your intention to make changes on a project at work, a work relationship or even your career . . . but find that you are not following through?

If so, join us exploring the hidden contracts and silent agreements that are operational in our lives and in the organizations where we work. Find re-solutions for the work-life you want.

Hidden Contracts – Silent Agreements

Systemic Dynamics At Work

- Do workplace **“games”** and **“politics”** interfere with work accomplishments?
- Is it difficult **being heard** or **seen** at work?
- Are the **expectations** of others aligned with **your skills and your goals**?
- Are the **right people** in the **right place** so that your team is effective?
- Are you challenged by **persistent** and **recurring unwanted patterns on the job**?

Experience the difference that makes the difference.

We use organizational constellations and related exercises to shed new light on our hidden contracts. Our method allows us to directly experience the underlying, hidden dynamics in our professional environments in an impartial and respectful way. We can effortlessly and efficiently make visible the hidden forces that are having a major impact on our ability to achieve and sustain a variety of business objectives. Join us and experience this phenomenal approach to resolving work-related issues and concerns.

When: Saturday, March 3: 10:00 AM – 6:00 PM.

Where: San Rafael, CA – contact us for details

Fee: \$45; (Two for the price of one if you bring a business associate)

Register by email or phone: **510-653-1986; Volker@VolkerFrank.com**. Space is limited so reserve your place soon. Feel free to pass this information on to others.



Volker Frank is passionate about the development of highly functioning organizations with empowered individuals who adapt fluidly to changing external conditions and internal priorities. He supports organizations to meet their financial objectives in an environment that promotes personal well-being in and around the organization.



Annelisa MacBean, M.A. supports transformation in the lives of employees, managers and executives that sustain the corporate structure. She has earned the trust of leading Bay Area businesses and organizations – assisting with cultural assessments, change initiatives, leadership training and executive coaching. Contact: 415-721-0115 BusinessFoundations@comcast.net



Deborah Gavrin Frangquist, M.S., is a career and workplace consultant who focuses on people's relationships to their work. For nearly 20 years she has helped people combine successful careers with personal fulfillment. Her approach includes NLP based change work, Hellinger-style constellation work, and Reiki. Contact: 415-346-6121 Deborah@DeborahFrangquist.com