



fluid

transformation

from

within

510-653-1986

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www.VolkerFrank.com

Every consultant has experienced the difference between "ideal" clients and "challenging" clients. One influential factor is your contract and how it defines the engagement. Join us to explore the unspoken or "silent agreements" that lead to poisoned contracts. Experience ways you can prepare for and participate in the consultant/client relationship so that the engagement brings out the best in you and your client.

Poisoned Contracts – Silent Agreements

Systemic Dynamics In Consulting

- Are you caught in a **no-win situation** – trapped by your client's politics?
- No matter how clearly you communicate **expectations keep changing!**
- Are **conflicting agendas** setting you up to fail?
- Is it difficult to get to the person who can **make the decisions?**
- Are you challenged by **persistent** and **recurring unwanted patterns** in your client relationships?

Experience the difference that makes the difference.

We use organizational constellations and related exercises to shed new light on the hidden resources in poisoned contracts. Our method allows us to impartially and respectfully experience the underlying, unconscious dynamics that influence our professional environments. We can effortlessly and efficiently make visible the unseen forces that are directly impacting 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: Friday, May 11: 6:30 – 9:30 PM.

Where: Novato, CA – contact us for details

Fee: Free introductory evening

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