

Certification in Systemic Coaching and Leadership with Organizational Constellations

4th Edition | APR - OCT 2026

EMANA

*Leading systemically **means focusing on what the organization “needs”** in order to be led.*



Index

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Presentation

The commitment to the perspective offered by organizational constellations has been strengthened thanks to Gunthard Weber, Matthias Varga von Kibéd and Insa Sparrer, Jan Jacob Stam, Christine Blumenstein, Georg Senoner, Elisabeth Ferrari, Anton de Kroon, Cecilio Regojo, Guillermo Echegaray, Katia del Rivero, Asier Gallastegi, Jhonny Cuello, Barbara Hoggenboom, Anja Meinen, and the thousands of people who have trusted Emana in Bilbao, Barcelona, Madrid, Chile, Paraguay, Argentina, and online.

Emana offers a unique **international program** in which:

- Pioneers, as well as second- and third-generation **constellators**, come together to teach.
- The most influential schools worldwide share their developments.

- Both the **phenomenological systemic approach** and the structural approach are taught and practiced with rigor, grounded in real professional contexts.
- The tools and perspective offered by **organizational constellations** are embedded in the way we work with teams and organizations.



Addressed to

- This program is aimed at professionals with extensive professional and educational experience, who have the ability to influence and build with others, and who seek to create better worlds.
- Leaders who want to deepen their leadership capacity by incorporating new strategies for diagnosis, change management, conflict resolution, innovation, and more.



Goals

Deepen the systemic perspective to better understand and manage complexity.

Awaken your systemic intelligence and use it more consciously for the benefit of your organization.

Learn and practice verbal and spatial communication techniques to access intuitive knowledge and the wisdom of individuals and groups.

Work with different logical models to identify the key factors needed to manage a situation.

Quickly grasp the essential dynamics of a situation.

Incorporate resources to express our intuitions and test our hypotheses.

Propose small steps and experiment with new behaviours.

Work from humility and an active “not knowing” stance.

Develop a shared vision among team members.

Integrate emotional intelligence with logical thinking through a spatial approach that also involves the body.

Manage the tension between the present and the future by focusing on resources and seeing opportunities for development.

Work with others toward an ecosystem rather than an egosystem, with empathy as a means of connection.

Unlearn in order to learn, or learn in order to unlearn—by asking better, more meaningful questions.

Improve commitment and attitude as key skills for navigating life within organizations.

Content

This is a pioneering program, delivered in a fully in-person format in Bilbao (Basque Country), consisting of 15 training days led by 5 internationally renowned faculty members (from Italy, the Basque Country, Uruguay, Austria, and the Netherlands).

With a shared guiding thread, the program offers five complementary ways of approaching systemic work in leadership and coaching.

Organizational constellations—both the phenomenological systemic approach and the structural approach—are integrated as a learning resource, supporting both the analysis and the design of systemic interventions with teams and organizations.



Metodology

In-person sessions (structured into 5 modules of 3 days each)

Each module will offer:

- Advanced knowledge and practical tools
- Work with individual and team clients
- Space for connection, exchange, co-creation, and innovation
- Supervised practice

It will be common to carry out exercises in the space, develop formats and structures specific to organizational constellations, and use figures and other resources that can later be applied to individual work, as well as to teams, groups, or organizations.

Online platform

In addition, there will be virtual support content available on Emana's online campus.

Metodology

Calendar:

The schedule for each module will be Thursday and Friday from 9:00 to 14:00 and from 15:00 to 18:00, and Saturday from 9:00 to 14:00.

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Módulo con
Georg Senoner

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Módulo con
Asier Gallastegi

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Módulo con
Jhonny Cuello

JUNIO

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Módulo con
Christine
Blumenstein-Essen

SEPTIEMBRE

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Módulo con
Jan Jacob Stam

OCTUBRE

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Teached by

GEORG SENONER

Business consultant and systemic coach

Holds a degree in Economics and Business Management. He is a business consultant and coach, specializing in organizational and strategic development. He teaches Organizational Constellations at the “Istituto Sistema Counselling” in Milan and in many countries around the world.

Co-author of the book *“Intelligent Management”* (Herder, 2013), translated into five languages.

Georg approaches consulting work like an anthropologist encountering an indigenous tribe. He allows himself to be surprised by what “makes sense” for the organization or team and accompanies it from there. And he doesn’t stop there—he returns to his office and creates maps of meaning as models, which he continues to test in other contexts. For him, constellations are a language, a way of expanding incomplete maps. His commitment is to the question, the context, and what the client needs.



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Teached by

ASIER GALLASTEGI

Systemic consultant, trainer, and coach. He supports personal, organizational, and team processes.

A systemic consultant, trainer, and coach, he works with individuals, organizations, and teams. He is trained as a Social Educator, Family Psychotherapist, and specialist in systemic interventions, as well as a supervisor/coach in organizational development.

Specialized in applying the systemic perspective in management, social and community action, innovation processes, and the use of new technologies, Asier Gallastegi is also a lecturer at the University of Deusto.



Teached by

JHONNY CUELLO

Therapist and trainer in Structural Constellations

He is a therapist trained in Family and Organizational Constellations. Since 2009, he has been supporting individual processes and facilitating group workshops. His work is primarily based on the Structural Constellations Syst[®] approach, learned with Matthias Varga von Kibéd, Insa Sparrer, and Elisabeth Ferrari, and he is internationally certified as a Practitioner. In addition, he has expanded his perspective through Systemic Coaching, Gestalt Coaching, and the Solution-Focused Approach. Certified as an Infosyon Professional.



Teached by

CHRISTINE BLUMENSTEIN-ESSEN

Systemic coach, trainer, and consultant. Expert in leadership and gender equality.

A consultant, coach, psychotherapist, and social worker, she has been part of the organizational constellations field since its early days and teaches in programs on Systemic Family Therapy, Systemic Consulting, Dialogical approaches, and constellation work. She delivers training across Europe, with a particular focus on social intervention.

Christine brings extensive experience, a conscious connection to helping relationships, and a strong background in social work. Her ability to work with resonance and the dramatization of situations stands out, allowing her to access the unconscious in a subtle way.

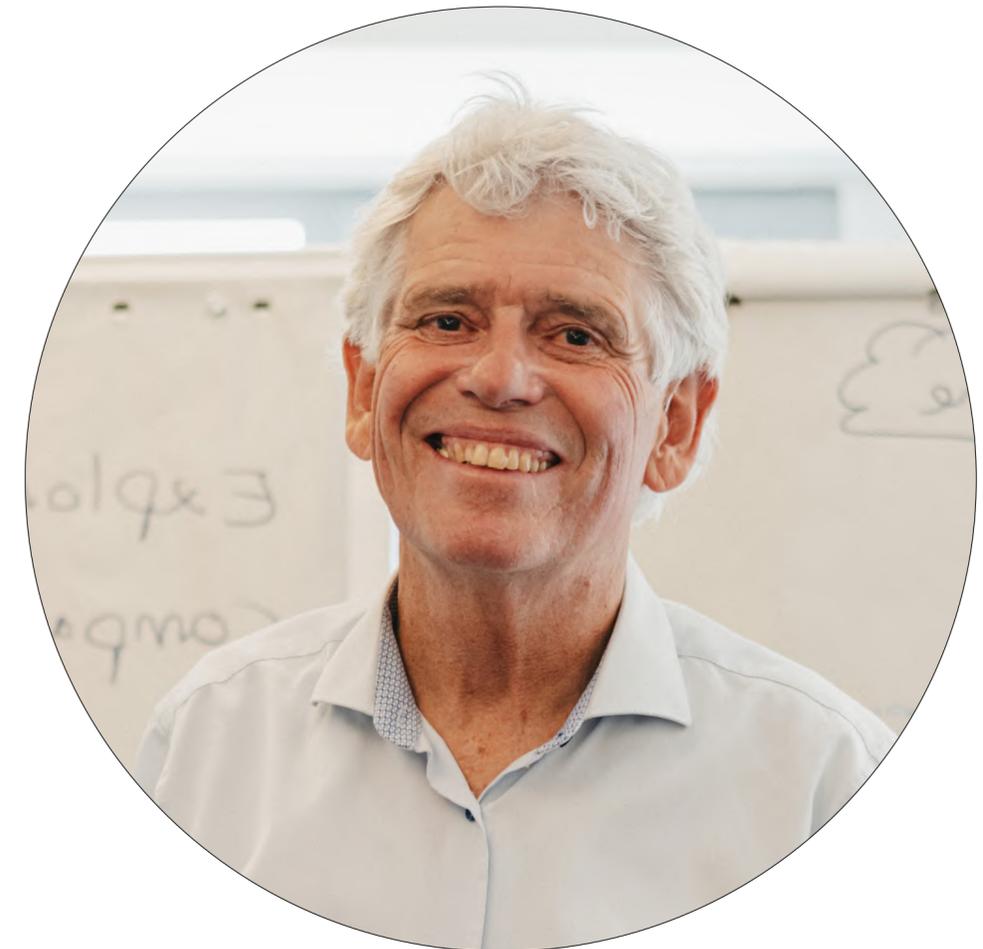


Teached by

JAN JACOB STAM

Owner and founder of janjacobstam and co-founder of TeamConnect

Jan Jacob is one of the leading pioneers of organizational constellations and systemic coaching. He founded and was director of the Bert Hellinger Institute in the Netherlands. Systemic work and constellations have been his passion since 1996. He is the author and co-author of several books that have been translated into Spanish, including *“Systemic Coaching: Systemic Work without Constellations,” “Fields of Connection: The Practice of Organizational Constellations (Systemic Perspective),” “Wings for Change: Systemic Organizational Development,”* and *“Systemic Leadership.”*



Teached by

DEES VAN DE HOEF

Systemic coach for teams and organizations

In 2019, together with Jan Jacob Stam, she founded Transitionstudio/TeamConnect, with the purpose of contributing to improved performance and collaboration in teams and organizations.

Her approach focuses on making visible the relational dynamics that often remain hidden, yet have a decisive impact on well-being, vitality, and results. Through insights and systemic interventions, she facilitates processes that enable teams and organizations to move forward with greater effectiveness, better collaboration, and higher-quality relationships.



Registration fee

3.750€ + VAT 21%

Standard Price

3.187,50€ + VAT 21%

Organizational Price

(15% discount. Applicable for two or more people from the same organization.)

If you want to enroll in the course, click on the box below.

INSCRIPTION

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Certificate

Participants who complete at least 80% of the program hours will receive a 120-hour certification in “Systemic Coaching and Leadership” from Emana.



Admission

This training requires a prior admission process. If you would like to participate, please schedule an interview with a member of our team.

SCHEDULE A MEETING



More information

- **Start date:** 16/04/2026
- **End date:** 17/10/2026

Presencial training | Bilbao

Hotel Hesperia Bilbao. Campo de Volantín Pasealekua, 28, 48007 Bilbao (map)

Certified by Emana Formación

International faculty

Access to the virtual campus

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Training in Spanish and English.
Simultaneous translation into Spanish.

DURATION: 120 HOURS | 105 in-person hours (15 days)



In-person
and online



High level



Long lasting

