SystemAlive Coaching Academy

The Training Program

To lead fulfilling lives, people must awaken their Self-Leadership: the inner capacity to navigate challenges, make conscious choices, and shape their own path.

When this power is unlocked, performance rises, purpose deepens and well-being - both personal and collective - flourishes.

Constellations are the transformative methodology that makes this possible.

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Self-Leadership is the key to better performance, fulfilment and well-being.

Self-leadership is the goal for those who wish to **maximize the expression of their potential** - improving performance, satisfaction and personal well-being - and have a positive impact on their environment.

The **benefits** of developing Self-leadership are **both on individual and collective**, because it positively influences the environment in which we operate and the organizational culture.

Self-Leadership helps us to live with greater awareness and harmony both in the internal system – every part of ourselves that makes us who we are – and in the external system – our relationships and our projects in the world.

The **SystemAlive Coaching Academy** provides those who already possess foundational coaching skills with the knowledge, competencies, and tools to support clients in developing **Self-Leadership** through a transformative approach.
This approach helps clients cultivate a **higher level of presence and behavioural flexibility**, enabling them to respond to situations rather than react - thus overcoming unwanted automatic patterns.

To achieve this, we have adapted and integrated **two systemic methodologies into coaching**:

- The model and personal transformation process of **Internal Family Systems (IFS)**, developed by Richard Schwartz.
- **Constellations**, the experiential methodology we use during exercises, derived from Bert Hellinger's work in family therapy.

Self-Leadership enables us to:

- Have greater **awareness** of all parts of our inner world that define who we are;
- Develop and integrate our **resources** to express our talents;
- **Transform** internal conflicts, obstacles, and automatic behaviours that limit the expression of vital energy and prevent us from moving in the desired direction;
- Bring **harmony** to our inner world so that all parts can work together for our good;
- Guide our parts to be **masters of our lives** rather than being led by those parts, which often repeat old patterns that are no longer useful;
- Like a conductor leads the orchestra to play beautiful music, we can lead our inner parts to **fully express** ourselves in life.

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What are Constellations?

Constellations: a universal language at the service of coaching.

Constellations are not just a methodology — they are a true language.
A cross-disciplinary language that can be applied in many contexts — just like English can be used to write poetry, tell stories, explain scientific concepts, or explore historical themes.
One language, many applications.
Each field naturally requires specific vocabulary and technical skills, but the foundational language remains the same.

At the **SystemAlive Coaching Academy**, we teach this universal language and train professional coaches to use it effectively in their practice. We provide the models, skills, and mindset needed to integrate Constellations into coaching, transforming each session into a powerful, clear, and transformative experience.

Constellations: Much More Than Family Constellations

You may have already heard of Family Constellations...
Now, set that experience aside for a moment.

When we speak of **Constellations**, we refer to a **broader, more flexible approach** that goes far beyond family therapy.
In this context, the term Constellation is used in the human sciences to indicate a system - a set of elements in relationship with one another.
A Constellation can represent a work team, a relationship, an organization, the factors behind a decision, the inner parts of the self, or the key components of a project.

Constellations in Coaching
Constellations are a **powerful experiential methodology** used in individual, team, and group coaching to:
rapidly increase **awareness** of the current situation,
support **inner alignment**,
open up new possibilities for **change and action**.

In a coaching session, the Constellation takes the form of an experiential exercise in which a spatial representation of the client's topic is created:

- in **individual coaching**, this may involve objects on a table or markers on the floor;
- in **group or team coaching**, it involves the people present.

In individual coaching, once the representation is set, the coach guides the client to "embody" the elements of the Constellation — exploring them not only cognitively, but also through emotional and somatic awareness.

Why use Constellations in Coaching?
Because they make the invisible visible and bring to light what is otherwise implicit.
They are particularly effective in developing **Self-Leadership**, fostering greater awareness, clarity, and coherence between what we feel, think, and do — and creating deeper harmony within ourselves and in our relationships.
And from there, everything can change.

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How can you stand out, grow professionally, and succeed in a highly competitive market?

1. **Stand out** in an increasingly crowded market by offering something special and unique.

2. Develop your **coaching toolkit** to have a greater impact in your work.

3. Continue your **personal growth** journey to add depth to your coaching.

4. Earn ICF approved **CCEUs** (Continuing Coach Education Units) to renew your credentials.

Constellations are a breakthrough in coaching, they are "the technology" for developing Self-leadership: don't miss it!

Stand out in a crowded market by embracing 3D Systemic Coaching.
Your initial training provided the foundation to work as a professional coach.
Now it's time to take a leap forward.
3D Systemic Coaching adds a **visual and somatic dimension** to coaching conversations. It offers you an **innovative and practical approach** to stand out in the market: integrating systemic perspective with spatial representations, making the invisible visible, and generating awareness and transformation.
A powerful tool to support clients through **deep and lasting change** - and to grow your own **professional identity**.

Constellations are a powerful and innovative method that responds to these needs.

The main **advantages** of using Constellations in coaching include:

- A new methodology compared to conventional dialogue-based approaches. It works with a **spatial representation** of the client's topic. That's why we refer to it as 3D Coaching, with "3D" standing for three-dimensional.
- A **systemic coaching methodology** that provides practical tools for coaching, not just a theoretical model.
- A multi-sensory experience that engages visual, auditory, and kinesthetic channels, creating a **vivid and powerful impact** on the client.
- A truly **holistic approach to coaching** that simultaneously addresses the mental, emotional, and physical levels, fostering clarity and inner alignment.
- The ability to achieve **faster and more impactful results** compared to traditional conversational methods.
- **Easy integration** with other coaching approaches you already use.
- Access to an **international learning community** of experienced coaches — a space where you can learn, share insights, and grow together.

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How does this training differ from other Constellation training?

This training integrates various approaches of Constellations into **one coherent methodology**.
It enables you to work effectively on a wide range of topics, including organizational effectiveness, teamwork, relationships, projects, decision-making, and personal development.

The approach is **immediately applicable** to your coaching practice both in-person and on-line.

There are **six key differences** that set this training apart from other Constellations programs:

1. It is specifically **designed for Coaches**, with clearly defined boundaries that distinguish it from Family Constellations.
2. It is based on a non-directive approach, aligned with the **coaching alliance**, to co-create the session together with the client.
3. It's a very **pragmatic approach**: no esoteric concepts or abstract theory.
4. It follows a clear protocol, making the **learning process faster and easier** than the traditional modeling approach often used in other Constellations trainings.
5. It draws on **real-world coaching experience**, grounded in best practices from working with global organizations.
6. The training **complies with ICF guidelines** for continuing education and provides you with **CCEUs** (Continuing Coach Education Units).

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Overview of the training

Level 1

The courses are open to **coaches and other professionals** who already possess the foundational skills needed to work with people.

This will be a **significant and inspiring step** in your personal and professional development.

The training is structured into three courses: **Foundation, Transformation and Groups & Teams.**

The content and the approach is fully aligned with the **ICF competency model**.

Each course follows a **blended learning approach** to maximize effectiveness: theoretical input and supervision take place mostly online, while in-person workshops are primarily dedicated to hands-on practice.

> Level 1: **FOUNDATION**

OBJECTIVES

Learn **how to use Constellations in one-on-one Coaching**, to support your Clients in recognizing and developing their personal resources and using them to support the realization of their purpose and goals.

You will learn a broad variety of applications which include:

- **Personal and professional development**: decision making, achieve a goal, career planning, increase personal impact, develop Self-leadership.
- **Relationships**: improve communications, understanding and collaboration, get better at stakeholder or client management.
- **Teamwork:** improve group dynamics, create a high-performance team, value diversity and practise inclusion.
- **Business:** assess strategy or projects, organizational effectiveness, change management.

DURATION

The course is comprised of **six modules**:

- 4 online webinars (3 hours each)
- 2 workshops in person (2 days each).

ICF APPROVED COURSE

It provides you with 40 ICF CCEUs (Continuing Coach Education Units), of which 30 are Core Competencies and 10 are Resource Development.

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Overview of the training
Level 2

After attending the Foundation course, you can join any level 2 course.

Level 2a: **TRANSFORMATION**

OBJECTIVE

Learn how to use Constellations to **transform limiting behaviours** and allow the best **expression of individual potential**. You will learn how to foster the expression of personal leadership by resolving inner conflicts, overcome obstacles and move beyond unwanted repetitive behaviours.

To achieve this, we have integrated Constellations with the **IFS (Internal Family System)** model, which provides a comprehensive framework for understanding inner dynamics and a process for self discovery, healing and transformation.

DURATION

The course is comprised of **six modules**:

- 4 online webinars (3 hours each)
- 2 workshops in person (2 days each)

ICF APPROVED COURSE.
It provides you with 40 ICF CCEUs (Continuing Coach Education Units), of which 33 are Core Competencies and 7 are Resource Development.

Level 2b: **GROUPS & TEAM**

OBJECTIVE

Learn how to use Constellations in learning groups, Group coaching and Team coaching, using people as elements of the representation.

You will learn how to use Constellations in:

- **Training workshops**, by using Constellation exercises which incorporate elements of Constellations in an easier and quicker way;
- **Group coaching**, where each participant works on his/her own theme with the support of the group;
- **Team coaching**, to support an intact team in becoming a high-performance team;
- **Open enrolment workshops**, where a Coach can work with a group of private clients who bring their own themes .

DURATION

The course is comprised of **four modules**:

- 2 online webinars (3 hours each)
- 2 workshops in person (2 days each)

ICF APPROVED COURSE.
It provides you with 34 ICF CCEUs (Continuing Coach Education Units), of which 25 are Core Competencies and 9 are Resource Development

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Meet the trainer

Francesco Pimpinelli

Founder and Lead Instructor
SystemAlive Coaching Academy

Francesco is a Master Certified Coach (ICF) and a certified Professional Counselor who bridges the gap between deep systemic methodologies and high-level corporate realities.

With a Master's degree in Computer Science, Francesco built a successful 16-year career as a business manager and management consultant—working with organizations such as Olivetti, Gemini Consulting, and Oracle—before transitioning to executive coaching in 2002.

For over two decades, he has worked internationally with senior leaders and leadership teams across diverse industries, helping them navigate complex organizational challenges.

What sets Francesco apart as an instructor is his extensive practical experience in applying systemic methodologies directly within the corporate environment.

He trained in Systemic Constellations directly with the method's developers, including Bert Hellinger, Gunthard Weber, Insa Sparrer and Mattias Varga von Kibéd.

Drawing on his deep understanding of business environment, Francesco has developed a highly practical approach to using Constellations in coaching. He specializes in stripping away the esoteric language and making systemic tools highly appealing and effective for leaders at the highest levels.

Today, he shares this unique expertise with other professionals through the SystemAlive Coaching Academy, which he founded in 2013, and as a faculty member of the IFS Institute (USA).

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Previous Delegate's Comments

"Francesco has built a program with a very good rhythm of input, experiential elements, group work and reflection. This makes it very easy to understand and apply the material right after the modules. He has found a very nice way of making us participate in his rich experience of constellation work with an ever-present, pragmatic focus.".
Rolf Pfeiffer, Germany

"This training changed my whole perspective as a coach, and I feel I have a new and exciting toolbox that I can offer my clients".
Patrick Stichelmans, Belgium

"In the increasingly complex and interconnected world we live in, this training helped me gain the understanding and competence – both personal and professional – that I find essential to high-level coaching.""
Daniele Bevilacqua, Italy

"The uniqueness of this program is the excitement of discovery, practice of skills, and attainment of enlightenment about oneself and others. A challenging and supportive space managed with great expertise."
Angela Stafford, United Kingdom

"As a coach, Constellations enable me to show clients the essence of the issues they ace, and to work from that essence towards a practical, sustainable solution."
Pat Roberts, South Africa

"Working with Constellations helps me in guiding my clients to realize transformational
change for themselves, their team or their organization. The approach developed by
Francesco and the way he trains gives you confidence in using this systemic and holistic approach."
Nelke Galema, Netherlands

"Systemic Constellations add versatility and robustness to Coach individuals and teams. They help bring the dynamics of systems and relationships into sharper perspective more effectively."
Emma Pearson, Switzerland

"Using Constellations has created a breakthrough in my practice as a coach both with individuals and teams."
Helene Blot, France

"As a manager, Constellations have provided me with a practical tool that helps me offer better support and guidance to my staff, giving them the chance to work on the
goals we thought were the most challenging.
Pierangela Greco, Switzerland

"This training has added an exceptional tool to my coaching toolbox. The knowledge around Constellations and its practical value that I have started applying in my coaching practice is invaluable, my clients are shifting in a quicker, new way.".
Joanna Bown, United Kingdom

"Francesco shows how to use Constellations elements responsibly in the business context. He uses a structured and results-focused approach. The delivery is disciplined and sensitive. An excellent use of time investment.".
Manfred Barth, Germany

"I found Constellations a surprisingly effective way to unveil the hidden dynamics in
systems we live in. As if there were a space of 'knowledge' that knows a lot about our lives, from a part of the mind that we typically don't access."
Serenella Sala, Italy

"Francesco is a great guide on the journey into Constellation work!"
Mik van den Noort, Netherlands

"Constellations are very effective in both individual and team coaching. This training really helped me in understanding and using the method in my coaching practice."
Claudia Salowski, Germany

"Francesco masterfully teaches a methodology which is both beautifully simple and profoundly effective. It is based on a deep body of knowledge from multiple traditions
and provides teachings which are useful in a wide range of personal, team andorganizational contexts."
Anton Richman, South Africa

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To get the schedule
and other details of the training visit
our website **www.SystemAlive.com**

Please do not hesitate
to contact us for
any additional information writing to
mail@SystemAlive.com

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