

DIANA CLAIRE DOUGLAS

Chapter 16: Diana Claire Douglas and Anne-Marie Voorhoeve in Conversation on The Impact of Constellating for the Collective

Chapter 16

The Impact of Constellating for the Collective

with ANNE-MARIE VOORHOEVE

Anne-Marie Voorhoeve, founder of The Hague Center for Global Governance, Innovation and Emergence, and I have been doing Constellations and talking about their impact since 2014. In this record of our conversations, we are using the “Villa Constellation” as an example of how *Constellating for the Collective* impacts us personally and impacts The Hague Center team. We also share how there is impact in the wider community.

The most recent conversation was recorded on Zoom on Jan 9, 2021. Anne-Marie was in her home in Vreeland, the Netherlands and Diana Claire in Ottawa, Canada.

Why I wished to have this conversation with Anne-Marie

I first met Anne-Marie in April 2013 when I was co-facilitating a Constellation on behalf of the city of Amsterdam at INFOSYON (International Forum for System Constellations in Organisations), with Marilyn Hamilton of Integral City. Anne-Marie participated as a Representative. Later a group of Marilyn’s colleagues went out for dinner, and I sat beside Anne-Marie. I remember being quite quiet because I did not really understand all the projects they were talking about. And I knew that there was some energetic heart connection with Anne-Marie.

After coming home, I started to learn more about Anne-Marie and The Hague Center. The following summer I was invited to join The Hague Center’s team at a week-long retreat at the Villa in Interlaken, Switzerland. It was here that Anne-Marie and I took time to become friends, and I met the team in person. We shared with each other several different ways that each of us accessed information and made decisions, using creative, energetic, and spiritual approaches. And it was at this retreat that we offered what we have come to call the “Villa Constellation.”

Afterwards, I was invited to join The Hague Center’s core team and became the lead Constellator. With Anne-Marie as host, we have been using Constellation Work for organizational development and presenting at conferences. We also offer Constellations to other organizations in a growing network. We have travelled together to the Netherlands, Hungary, California, Mexico, and the Holy Lands.

Anne-Marie always asks, “What makes your heart sing?” a question that has helped me to stay steady bringing the work I love to the world. Always connecting to the Universal Heart, she is able to see a very big picture and bring insights and people together to take next steps in collective emergence. We have been developing several projects, and our next one is launching The Hague Center for Field Inquiry as our research center. Friend and colleague, Anne-Marie is a strong and caring ally as *Constellating for the Collective* continues to emerge.

About Anne-Marie Voorhoeve

Anne-Marie is an evolutionary leader, founder, and consultant of The Hague Center for Global Governance, Innovation and Emergence. At the heart of The Hague Center is the uplifting of networks and the development of complex multi-stakeholder projects to develop a world that works for all. Strategically Coalescing Authority, Power, and Influence (CAPI Adizes), she has codeveloped this praxis of Meshworking (first coined by Don Beck and Spiral Dynamics integral) around the world. She loves to work intergenerationally, balancing the masculine and the feminine in co-creation and addressing profound issues, big questions, and being in the not-knowing until clarity arises.

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The Impact of Constellating for the Collective

Diana Claire: In 2014 we hosted and facilitated “Constellating Money within the Wheel of Co-creation.” Before we talk about the impact of the Villa Constellation, let’s review where it happened and with whom.

Anne-Marie: The Hague Center was invited to participate in the “Friends for Global Cooperation/Synergy Forum Retreat”¹ held at Villa Unspunnen, Interlaken, Switzerland, from July 13-19, 2014. The leadership team of the Forum was Annette Kaiser, Leo Burke, Dustin Di Perna, and Jonathan Darrall-Rew. Thirty-five invited Participants gathered from around the globe, a balance of men and women, and a mix of ages and generations from early 20s to 70s. This was the third year for the forum to happen at the Villa. About half of the Participants—including me—had been at the Forum events in previous years and had also participated throughout the years in energetically holding the Field, and as whole-holders, working with the Purpose and Principles of the Forum.

Diana Claire: Villa Unspunnen is in a beautiful location in the Alps, and Annette Kaiser is the guardian of this spiritual retreat center.²

Anne-Marie: Do you remember the invitation we were given by the leadership team of the Forum?

Diana Claire: It was a good challenge! We were asked to be a bridge from the first part of the week (where each of us named and claimed our unique gifts) to the latter part of the week (where we networked with others), to introduce the Wheel of Co-creation³ to the Participants and to include aspects of the talks that had already been given (such as Bernard Lietaer’s).⁴ This design gave an opportunity to move from the personal to the Collective.

Anne-Marie: At first it seemed almost impossible to do all of this! And then we came up with the idea to use the Wheel of Co-creation structure as the starting point of a Constellation.

Diana Claire: It was certainly an experiment, trying something new. We were synergizing three systems—the Villa (Forum) process, Barbara Marx Hubbard’s Wheel of Co-creation, and Systemic Constellation Work.

Anne-Marie: The Hague Center had already been working with Barbara in planning for Wheel of Co-creations to happen in a variety of cities such as Monterrey, Mexico and Cairo, Egypt. For Barbara the Wheel of Co-creation was “the place where people capable of whole system design

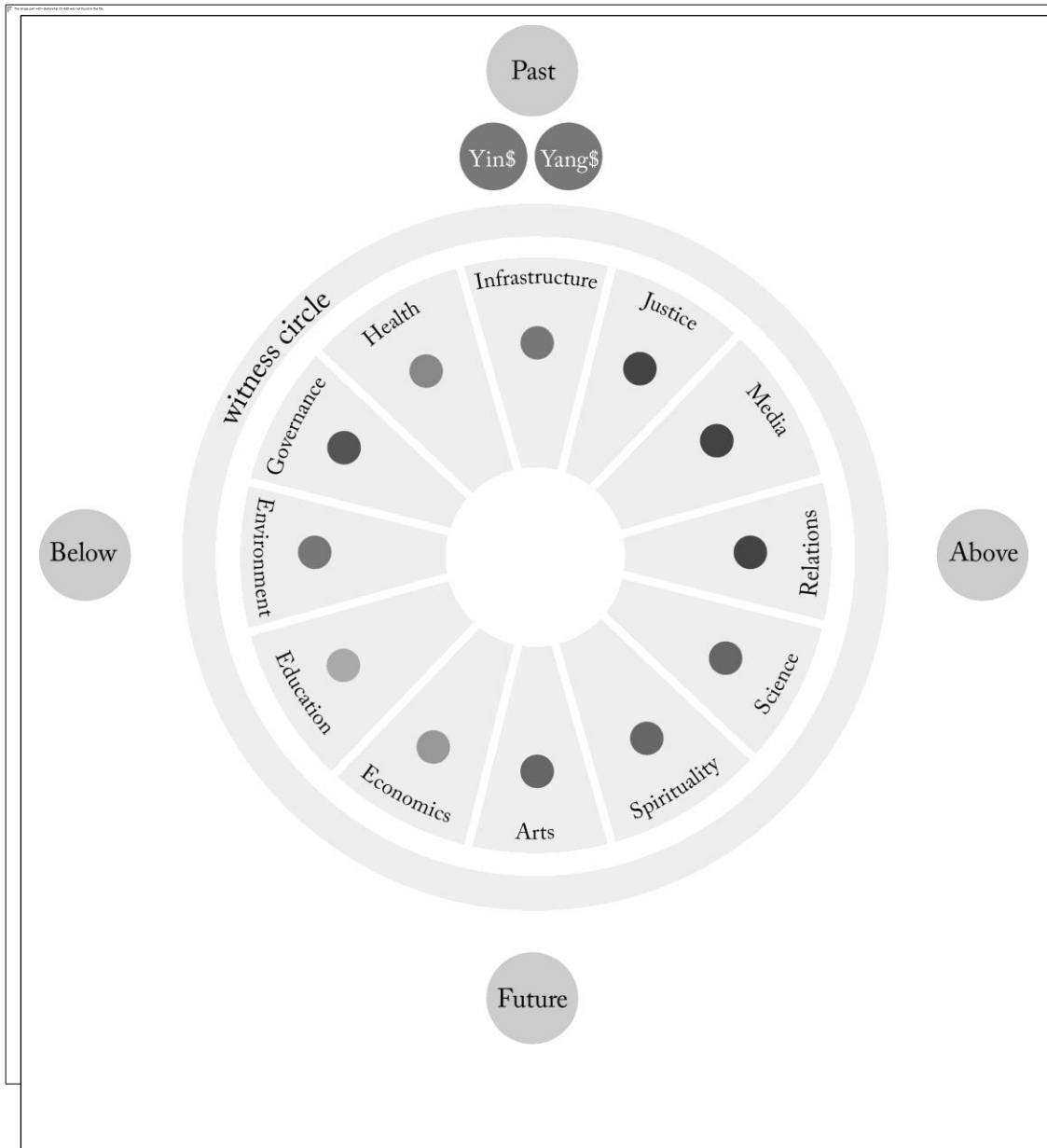
gather to divine the design of the new society emerging . . . This new world is already happening but it is not yet connected, communicated or made visible as a whole system shift.”⁵ The Wheel of Co-creation process assists in connecting and making visible this shift by bringing together individuals and small groups to share golden innovations that are the seeds for the new world. We brought our practice of Spiral Dynamics Integral (SDi) and meshworking into the process and were together with our team members Juan Carlos Kaiten and Mona Rabie, looking at further applications of the Wheel of Co-creation.

Diana Claire: We did not use the Wheel of Co-creation as Barbara developed it through SYNCON conferences. Rather we used the Wheel of Co-creation structure to be the container for the question that emerged out of the Forum. (We contacted Barbara about this, and she was excited, sensing this could be a next developmental stage.) You had invited Bernard Lietaer to join the Forum and he had presented his work on *The Future of Money*. And Leo Burke had shared his vision of the original Basilica and of money being in the center.

Anne-Marie: So, the question that emerged was “What happens when Yang\$ is no longer in the center of the Wheel of Co-creation map (representing the center of human society)?”

Diana Claire: I remember how, the evening before the Constellation, you and I enjoyed seeing the younger generation using masking tape to create the Wheel of Co-creation structure on the floor of the space, surrounding this with chairs creating a circle to symbolize the Knowing Field. They were listening to music, dancing joyfully, and having fun.

Anne-Marie: And we had decided on the elements to be represented: the 12 sectors of the Wheel of Co-creation (**Arts, Economics, Education, Environment, Governance, Health, Infrastructure, Justice, Media, Relationships, Science, Spirituality**). We added **Past** and **Future**; **Above** and **Below**; **Yang\$** and **Yin\$**; **Totality** (circle of Witnesses).



Wheel of Co-creation

Diana Claire: How do you define “Yang\$” and “Yin\$”?

Anne-Marie: Those are terms we learned from Bernard Lietaer: Yang\$ is the debt-based system. Yin\$ we know as the barter system. It is much older than Yang\$. Of course, there is much more to say about this and can be found in his body of work.

Diana Claire: From my notes of the Constellation, there were several rounds.

Round #1

Each Representative finds their position (standing, sitting) and direction they are facing; what or who are they attracted to?

Facilitator requested feedback from each of the Representatives: strong/weak; present/absent; calm/anxious; alive/drained, etc.

Yang\$ and **Yin\$** stand on edge of circle near the Past.

Round # 2

Yang\$ placed in center by the Facilitator.

Yin\$ invited to move as she felt to do.

Representatives shift their stance, direction and location in response to this.

Facilitator requested feedback from a few of the sectors (limited by time).

Round # 3

Yang\$ moved itself from center to Economics.

Yin\$ continued to move through several sectors, stayed in relation-sector for a while, although could make no contact with relations.

Representatives for sectors shifted positions as moved to do so.

Round # 4

All Representatives were invited to make one more movement if they felt that necessary.

Closing of the Knowing Field

Diana Claire: Afterwards, I interviewed all the Representatives to piece together what had happened.

Anne-Marie: We really appreciated Bernard Lietaer's observations and comments afterwards. He was a Witness during the process. He indicated some of the immediate impacts of this process.

Diana Claire: From my interview notes with Bernard.

Round 1 Yin\$ has been living in the Past—Egypt, China, Middle Ages in Europe. Now it is standing at the edge of the wheel. (In 2005, there were 5000 examples of Yin currencies in a dozen countries, so it is still marginal.)

There were two kinds of justice in the Middle Ages: “redistributive justice” which was sharing of wealth so that no one was too poor to function and was the responsibility of the city; and “legal justice” including Royal justice. Redistributive justice was dropped.

Justice did not notice who **Yin\$** was and didn’t seem to care. Her focus was with **Yang\$**, and the intensity of the increased eye contact made **Yang\$** aware that it was being seen. This built-up energy in **Yang\$**.

Justice still needs to be seen.

Round 2 Yang\$ in the center. **Economics** is weak, on its knees, while **Yang\$** is strong. The money game is still on top. However, **Yang\$’s** statement that he felt narcissistic was the first time **Yang\$** has been self-reflective. This was an incredibly important movement. (As we know Wall Street is totally unconscious.)

The **Arts** were starved for money.

When **Justice** looked at **Yang\$** (in Round 1), **Yang\$** was still not self-reflective. When **Yang\$** was in the center in the present, he was able to say what he noticed in himself.

Round 3 Yang\$ moves into **Economics** and it appears that **Yang\$** has an impulse to help **Economics**. **Economics** goes on his knees rather than accept help. **Health** comes in to try to save **Yang\$** and **Economics**. As **Yang\$** reduces his presence, then **Economics** can stand up. (This is opposite to how Banks are working).

Yang\$ collapsed. This is forecasted due to money system reserves and the Euro. (European Banks are fragile.)

Spirituality and **Above** helped **Yang\$**. Only when **Yang\$** surrendered, and stayed flat, could **Yin\$** enter **Economics**.

The sectors could not look at **Yin\$**, and so **Yin\$** could not move fully into the circle. **Economics** was suspicious of **Yin\$**. **Yin\$** appeared to just be focusing on **Yang\$** and trying to get in relationship with him. **Yang\$** needed to be in masculine power surrender.

When **Yin\$** and **Yang\$** came together, **Economics** was not strong but able to get up—a sense of new possibilities.

Round 4 Yin\$ with **Yang\$**: **Yin\$** is compassionate, **Yin\$** is the mother lap, loving **Yang\$**. With this compassion, co-creation is possible. A new paradigm is possible.

“This Constellation gave me hope. Previously, for the system to change, the old has had to lose power so that the new could arise and that has happened only through violence. This time I have felt the possibility of change without the violence. It changes my world view for a possible Future. And this new possibility is for real, not a fantasy!”



In March 2016 I interviewed Anne-Marie on the question “Where has the Villa Constellation had impact?” Here is some of our conversation from that interview.

Diana Claire: How has the Villa Constellation impacted you?

Anne-Marie: I feel that I awakened. I now pay attention to shifts and movements in the world, and in the now and future, that I might not have paid attention to previously. I carry the process within me so that when I notice things happening in the world, I am able to specify what I am seeing.

Diana Claire: That has happened for me too. For instance, it was clear in the Constellation that **Justice** is the core of this transformation. In Canada, the Truth and Reconciliation Commission on Residential Schools (for 150 years Indigenous children were taken from their families and put into residential schools where they suffered greatly) released its final report in December 2015, after seven years of hearing the stories from residential school survivors and their families.⁶ This is finally being seen as a core Justice issue in Canada.

Anne-Marie: During the Constellation process, **Human Relations** was lost and not approachable. Other parts of the Wheel of Co-creation led the way. I see that **Human Relations** will drop into its place after the work has been done in other areas.

Diana Claire: My sense of this during the Constellation was that we need to find a different way of doing relationships. One way of looking at this shift is that we will move beyond relating from the victim-tyrant-rebel-rescuer-survivor paradigm. In Canada, we see this shift happening with the movement to come into right relations with Indigenous peoples. Along with **Relations** being lost, the **Arts** were grieving and needed to be more involved in the transformation process.

Anne-Marie: Yes, more involved and in a different role. Art is not meant to be just something we look at. It is a means for humans to participate in this transition. This has always been done by artists, but now NGOs (Non-Governmental Organizations), governments, organizations, grass roots groups are all using the arts and artists for transformation—to show the way, create movement, and provide inspiration. So, we are involving Art—art itself and artists—more in our work at The Hague Center. We are paying attention when and how it shows up in different contexts.

Diana Claire: You represented **Yin\$** in the Constellation. Have you noticed anything in that area?

Anne-Marie: Here in the Netherlands, I see more alternative currencies emerging. There are more initiatives in villages where people are creating alternative currencies and other simpler systems of exchange, no longer needing the bank. In at least four cities there is an experiment going on, where citizens are being given the money needed for a minimum living standard so that they can

live life following their talents. This is a form of yin currency. This is a shift from all the rules and regulations (Yang\$ system) required to access social assistance.

Diana Claire: In the Constellation we did, we asked the question, “What happens when Yang\$ is no longer in the center of the Wheel of Co-creation map (representing the center of human society)?” One of the things that did happen was that Yin\$ could come in.

Anne-Marie: Yes, and Yin\$ wanted to co-operate with Yang\$ on its (Yin’s) own terms—so the shift is not about excluding Yang\$.

Diana Claire: What about governance and infrastructure?

Anne-Marie: In the Netherlands we are seeing new forms of governance emerging.

Diana Claire: And that is happening in organizations also. I think of the popularity of Laloux’s *Reinventing Organizations*.⁷

Anne-Marie: In the Constellation, **Infrastructure** was totally lost and could not connect with anything. In the Netherlands, infrastructure is connected with our dykes which are necessary for us to survive. So, infrastructure has a lot of power. And they are always over budget. Citizens are now aware of the mis-use of government’s power.

Diana Claire: In Canada, much of our infrastructure has not really been maintained for the last 30 years, and so now governments are allocating huge budgets for infrastructure projects.

Anne-Marie: Yes, and in the IT (Information Technology) sector, we are also seeing that there have been many scandals with governments. And now the collapse of the oil markets.

Diana Claire: It’s as if the dark side of the Yang\$ system is now available for all to see. For example, in the US, the Big Banks are paying fines in the billions, an acknowledgement of their part in the mortgage scandal, leading to the economic depression of 2008-9. What astounds me now is that these banks have the billions in reserve!

Anne-Marie: In another sector, Education, there have been student riots in Amsterdam last year. The issues have not been settled. The funding model is wrong. Again, it is about mis-management of funds. Management has too much power, concerned only with growth, and then they can’t deliver.

Diana Claire: In North America, sexual abuse scandals in universities are getting a lot of press. In the Yang\$ system, power, money, and (the abuse of) sex often go together. Shifting from what we see in society, I am wondering what the personal impact for you was/is from participating in the Constellation.

Anne-Marie: It has given me confidence in seeing the patterns, and also not being attached to them. It has given some directionality, where I put my attention when I am making choices. For

example, I have been making a conscious choice to pay attention to Justice and the Arts. It has also given me hope, that the Yang\$ system doesn't have to totally collapse.

Diana Claire: Bernard said that he was given hope because for the first time **Yang\$** was self-aware. And there has been a shift in relation to the environment. COP 21 happened in Paris in December 2015. Said E Dawlabani, in a blog post on Dec 13, 2015, in response to COP 21, said, "The fact that the developed world has taken responsibility for our current carbon footprint is a good start. Inward reflection and holding ourselves accountable to our past actions is the first step towards healing a broken planet."⁸

We have been talking about the impact from the perspective of the content of this Constellation. Let's talk about the impact of the process. I see Systemic Constellation Work as a major tool for the 21st century.

Anne-Marie: Yes, at The Hague Center we see this as fundamental in the work for change. It has strategic implications (including, but not only) for top-level management. In these emergent times, when we have our purpose and goals, what is the way to accomplish these? We take a step, and we don't know what is going to happen. This process can help us look at the steps, what to do in which order.

Diana Claire: Both what we can see and the underlying dynamics that are often not yet seen.

Anne-Marie: There is so much complexity. How do we know which impulses or problems to address or not? The Systemic Constellation Work process shows what is important and needs to be attended to and what we can let go of, by not interfering, as it will happen anyway.

Things are so complicated now. We need to use intuition, knowledge, practice, and experience. Constellation Work supports all of these. The practice also allows us to move into or access the greater intelligence—or Collective Intelligence.

Diana Claire: And it allows us to *become* the Collective Intelligence (inclusive of all intelligences).

Anne-Marie: We often think of Collective Intelligence as only connected with people. With Systemic Constellation Work we can experience Collective Intelligence as inclusive of all beings in this and other realms.



Diana Claire: We refer to the Villa Constellation quite often, sharing with each other what we see arising in the social field that we were shown back in 2014. Now that it is 2021, let's share something about what we see as impact from *Constellating for the Collective*.

Anne-Marie: First I wish to say that The Hague Center for Field Inquiry is a fit for the next evolution of our work.

Diana Claire: We've been dreaming about the Center for a long time (Chapter 11).

Anne-Marie: Part of The Hague Center's essence is that we are always in an inquiry state.

I never think that I have the truth, or that I know how things are. I do have a deep sense of knowing in certain moments. As well, there is this knowing that there is so much that I do not see, I do not know, and I do not experience.

Diana Claire: That reminds me of how we always acknowledge the Mystery when calling in the Knowing Field. I am curious how you define impact, and do you see it as important or not?

Anne-Marie: I start by looking at what the impact on myself is. What is the impact in the relationship(s) and what is the impact on the larger whole? At The Hague Center we start with ourselves and always look towards the larger whole. I've also been very much inspired by the butterfly effect. And by Elisabet Sahtouris, an evolutionary biologist, who really supports social change makers.⁹

And by knowing that sometimes we don't know what our impact is. Or I may think the impact is one thing and I am fed back something totally different. So again, I think there is this humbleness when we know we cannot know it all. I don't need to know it all. I'm more focused on getting a general sense and then noticing what connections come up in my mind and heart.

Diana Claire: So, if you don't know, what is your compass then?

Anne-Marie: Well, listening to my and our heart is one. Using Constellation Work (connecting with the Knowing Field) and other spiritual tools, we are helped to trust that, even though we don't know the whole picture, yet we are shown our next step. As you say, we are not looking for the solution, just the first next step.

So, I can say that I allow (I surrender to) the impact of a Constellation to guide me personally, to help me see next steps amongst the complexity of choices I need to make.

I know from experience that a Constellation does have meaning. I trust this! It doesn't mean it shows what I hoped for or expected. But if I'm not truthful to the outcome of the Constellation, then that's not going to serve my own process and our collective process. And that's not respectful to you and the work that you're doing either.

Diana Claire: I appreciate the depth of trust you have in the process, yourself, and me as Facilitator.

Anne-Marie: We've been doing Constellations for long enough now that we can see and understand why certain things did show up. And more, others are saying to us that we are authentic and truthful, that we have wisdom and experience to share. I feel Constellation Work is a very important part of this. So, for instance, time is showing us that some of what we saw in

the Villa Constellation is now reality. Which of course reinforces the trust and surrendering to the process.

Diana Claire: When you talk about guidance, I think about all the ways we use the process as a design tool.

Anne-Marie: I am remembering the celebration ritual I/we designed to honour 25 years of the book on Spiral Dynamics by Don Beck and Chris Cowan¹⁰ at the Integral European Conference 2016. I used all the Constellation principles of belonging and right order and balance in the design of the ritual. We didn't celebrate the person, the individual, but we celebrated the lineage and the work and acknowledged that we're all human. We celebrated the beauty and brilliance in the work of Spiral Dynamics. There seemed to be immediate impact as people spoke with me about letting go of, stepping out of, polarization between the Spiral Dynamics Integral (SDi) and Integral communities.

Diana Claire: I was on the stage with a number of others representing Centers for Human Emergence¹¹ from different parts of the globe. I could sense the calmness and celebration, the openness and coherence in the room.

Anne-Marie: And now there seems to be more space for including the added value of Spiral Dynamics as developed by Clare Graves¹² and those who followed him. At least that's what I witnessed at the next Integral European Conferences and Integral African Conference held in 2019.

Diana Claire: This is about finding ways to heal splits within communities. There have been splits in the Constellation Community also. I remember someone saying that splitting (division) is how evolution happens. That's true if there is a transcend and include movement. So often splitting is done by making the other wrong or bad.

Anne-Marie: We've been experimenting with moving Beyond Polarization, and finding ways to experience the transcendent state, or heart state. We did that in the Constellation exercise (during "Finding a Home for the Victim and Perpetrator") where we put the universal heart in the center of the circle. We asked the Representatives for **Victim-Tyrant-Rebel-Rescuer-Survivor**, "Can you see the heart? Can you move towards it?" The **Victim** was able to come the closest to the universal heart. The others could not. And then you brought in the **Conscious Witness**.

Diana Claire: It was/is the Conscious Witness—the transcendent state, perhaps—where changes in the Field show up. These changes happen in those representing the Conscious Witness and in the Field itself. Participants have the experience of realizing they can choose—to stay in old patterns or shift to something new. This is a fine example of impact.

Anne-Marie: At The Hague Center we do in-depth inquiries internally as a team and with our smaller group partnerships. What happens next is I just share what we have been doing, and

learning. And some people resonate with what I am saying. It's easier if people already trust Systemic Constellation Work. Or if they at least trust me. When I speak of something that I've experienced, or that is rooted in Constellation Work, I can speak very differently than what I've just been dreaming about myself. I'm listening to and trusting the Field. I'm not saying it's true, but I am saying it's really worth exploring.

Diana Claire: Often you tell me stories where you have shared with someone something that emerged from a Constellation, and that person takes the insight and does something with it. You mentioned your connection with a financier who is working with the message from the Constellation we had done for another client about a proposed new investment fund.

Anne-Marie: Yes, the Constellation showed that they would not be able to shift to a new way of investing until the historical gap between fathers and sons was healed. The financier has now taken this insight and is doing the healing work himself!

Diana Claire: In this way you move the messages from the Field out to a bigger community than just the Constellation Community or The Hague Center itself. Any other examples?

Anne-Marie: Before you were with The Hague Center, we organized an international retreat around questions relating to blockages in multi-stakeholder groups. On the third day the group of 35 change agents felt stuck, and we offered a Constellation to guide us. The question: What could the Center for Human Emergence-Netherlands (CHE-NL)¹³ and the development of Meshworking offer as a whole-systems change process? In the Constellation, things were stuck, and the Representative for the **New Consciousness**, a child of Gaia, cried for the lost potential she was experiencing. Being seen, especially by Gaia, was a huge shift for her, and she could stand up. It dawned upon **Business** what was actually happening. **Business** felt he was going to have a heart attack and stumbled and collapsed. (He didn't actually have a heart attack, and he stayed in the Constellation.) All elements were able to take a next step—movement was possible again.

Our response was to realize we needed to really work with the “consciousness of business.” This continues to be a thread we explore, including most recently with Richard Olivier's “Archetypes at Work” (Chapter 25).

Diana Claire: Do you see any connection with the consciousness of business and the Villa Constellation?

Anne-Marie: We sometimes wonder if business leaders will be held accountable for the destruction done through business. Will the old paradigm kind of justice—punishment—prevail? Or will there be a new kind of justice based on a paradigm of care?

Diana Claire: In the Villa Constellation, **Justice** ended up in the center, slowly turning and looking at all the other sectors. She was central to any transformation.

Anne-Marie: And **Governance** also joined **Justice** and said she had a new role to play. We have taken these insights and so we are presently exploring Justice in two important projects—the development of a City of Hope with One Humanity Institute at Auschwitz in Poland, and The Hague Center project using Systemic Constellation Work around Jerusalem as the City of Peace.

Diana Claire: I am just remembering that the boundary between **Science** and **Spirituality** collapsed, and the two danced around the whole circle. We are definitely involved in the joining of Science and Spirituality with projects such as your involvement with the Club of Budapest, and Nano-biomimicry.

Anne-Marie: **Human relationship** didn't interact with anyone else. We are certainly seeing all the difficulties within human relationships and how slowly Humanity is waking up.

Diana Claire: And now we are doing the research project on “What will it take for Humanity to come into right relationship with Love and Life?”

Anne-Marie: I remember **Health** wanting to help everyone, to actually fix everyone, and not be helpful at all.

Diana Claire: And in later Constellations we have seen how the Rescuer trying to fix problems stops transformation. Both you and I noticed **Arts**—how she was grieving and how she knew she had an important role in transformation and needed to be seen and acknowledged.

Anne-Marie: We are invited again and again to see what is emerging, to let it unfold, to let it come into form in different ways. This is why the Arts are so important. Artists connect with their Source, create from this Source and bring it into form. We are exploring how to do this creative process as a collective, co-creatively.

At this moment I have the image of the Mobius strip as a feedback loop, but it's not just feedback. It is also feed forward. We do a Constellation, the energy moves, and then it comes back to us, but in a different form.

It's amazing how much impact the Villa Constellation has had on you personally, on me, on The Hague Center, for our work.

Diana Claire: And that's only one of the many Constellations we have done together. I am reminded of what I often say at the end of a Constellation, “We have planted seeds in consciousness. We never know when those seeds will blossom. What is ours to do is to observe what is showing up in the world.”

Anne-Marie: I am wondering what impact the Emerging Future is having on us? What are you sensing and seeing?

Diana Claire: As we have explored the Emerging Future in Constellations, I came to see there was also an Emerging Past. The Emerging Future is not a human invention through planning. It is a force coming towards us. We need to recognize there are Forces, behind us and in front of us, this push-pull is affecting everything. This has been one of my big learnings.

Anne-Marie: And impact?

Diana Claire: I feel the biggest impact so far is how Participants shift their perspectives, from ego to heart-opening and participating in something bigger. This may happen immediately or over time. Another is we see the whole system at one time, helping Participants to see systemically. Listening to all the voices in the Field is another.

Anne-Marie: Representing brings me into a systemic view, so I don't exclude myself.

Diana Claire: I like this observation. There is an embodiment of the system!

Anne-Marie: Then once you have seen the bigger picture, there is a movement back into the personal. What is it mine to do as a piece in a big puzzle?

Diana Claire: This shift happens at the end of a Constellation. I invite Representatives to shake off their representation and come back to themselves. If that is difficult to do, I suggest they use the phrase, "If this is mine, let me keep it. If it's not, let it go."

Anne-Marie: And when we see ourselves as part of the system, it is not about letting go or being triggered. As part of the system, we can know there is a step forward we can make. In this way, it's possible to move from operating from trauma to love. Anything you wish to add about the personal impact for you of *Constellating for the Collective*?

Diana Claire: For me personally, I honour my relationship with the Knowing Field as one of the great blessings in my life. I realize that as our team discusses possible partnerships with new initiatives, without trying, I start to see images of how to adapt and use *Constellating for the Collective* to explore these possibilities. The endless opportunities for exploration and experimentation are part of the impact. I love being given big questions to explore like "What will it take for Humanity to be in its rightful place in love and life?" I see this book as having impact on me and of course I hope in a wide community.

And mostly I wonder what will come for me and for us for a next stage in emergence of *Constellating for the Collective*.

Thanks so much, Anne-Marie. I always feel your love and support for this work.

Anne-Marie: I cherish this work, and I bow to your immense source of inner courage and imagination, that so resonates with me and serves our commitment to co-create a world in service of Love and Life.



The power of love in action: Something happens in the hearts and souls of participants of *Constellating for the Collective* when we work together in service of a larger purpose for coherence and health of the Whole.

Whole Systems Design: Inquiries in the Knowing Field

Author: Diana Claire Douglas

Formats: 8x10" print-on-demand and e-books

To purchase:

From the author dianaclairedouglas@bell.net

or through Amazon.com

This is the most robust and comprehensive manual I have found. I heartily recommend *Whole Systems Design* to change agents anywhere." Katherine Curran, PhD, Co-founder of Minnesota Center for Systemic Constellations