

# THE Next Step™

*A brilliant five-day follow-up to The Human Element®*



Put your best foot forward and take *THE Next Step*. This unique course begins where The Human Element® left off. Awareness is the first step.

*THE Next Step* gives you intrapersonal and interpersonal tools that allow you to meet the challenges you face.

*THE Next Step* provides opportunities to develop your skill level so you can implement what you learn — at home, work and in your life.

*THE Next Step* creates an environment which elicits your creativity, supporting you to go beyond that which you thought possible.

*THE Next Step* invites you to enter a new paradigm in which productivity soars *when* everyone thrives.

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## *The Overall Goals*

To develop greater skill at using yourself in more productive and satisfying ways.

To develop tools for helping those people who work with you and for you to do the same.

## *What's New?*

- ✿ Learn to recognize the inner characters that sabotage you as well as those that support you.
- ✿ Develop and practice techniques to address them, negotiate with them and consult with them.
- ✿ Learn how to harness their energy for positive and beneficial outcomes.
- ✿ Explore and practice “angel coaching skills” — tools designed to keep your physiology in a calm, centered state, allowing you to feel peaceful, successful and fulfilled.
- ✿ Expand your self through discovering “Self-Styles”, an approach to the self that allows you to feel more loving, creative, spontaneous, free — more yourself.
- ✿ Cultivate your coaching skills as well as have the opportunity for your own personal development. You’ll practice a practical and user-friendly coaching model: “FADE Coaching™”, (Follow, Attend, Deepen, Empathize).
- ✿ Learn CAA Communication™ (Creative, Authentic and Accountable)—designed to help you initiate, deepen, resolve and celebrate conscious communication and sustainable relationships.

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## *When you take THE Next Step, you will have the opportunity to:*

Expand your tool kit of intra-personal and interpersonal skills and develop the skills you already have.

Explore the basic building blocks of truth, choice and awareness as they relate to integrity, accountability and leadership in the workplace.

Enhance your management skills. Address the issues that challenge you and discover “out of the box” solutions.

Delve into the nature of change. Work with inner obstacles that have prevented you from navigating through change as successfully as you might.

Learn how to use the *FIRO* theory in leading meetings, coaching, creating a culture based on excellent customer service and in project management.

Address personal blocks that get in the way of your creativity, productivity, and satisfaction.

Step more fully into your self. Develop a greater appreciation for all aspects of you. Learn how to harness your energy for what you want.

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## *Featured Topics:*

Shifting paradigms, creativity, out of the box thinking, perception and expanding possibilities.

Tools for decreasing defensiveness including inner coaching and working with your physiology.

Increasing the depth and breadth of your leadership style through an understanding of self-styles and the concept of the angel and traitor.

The nature of change, blocks to change, supporting the change process.

Tools for changing your own self-concept, improving your self-esteem and that of those who work for you and/or with you.

Misunderstandings and conflicts: how they occur and how to address them.

Team compatibility and high performance: how to shift paradigms to foster excellence.

Review and practice of Concordance decision-making. An introduction to Interest Based Problem Solving.

Skill development in applying these principles at work and in challenging situations.

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## *What Happens?*

In the Next Step, you will have the opportunity to learn about yourself and your relationships with others through a variety of modalities including:

- Self-report Instruments
- Feedback
- Non-verbal and verbal activities
- Small group experiences and sharing
- Large group sharing

Through lecturettes, you will be presented with a theoretical perspective that you are invited to explore and experiment with throughout the seminar. You will receive tools for implementing the principles and given opportunities to develop your skills.

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**Judith Bell, M.S., M.F.T.** is a co-founder of Relationships That Work, Inc. She was a Senior Associate and Consultant with BCon/WSA International, Inc, formerly Will Schutz Associates, from 1981 to 2004 and contributed to the development of The Human Element® seminar. Her knowledge of and expertise in the *FIRO* theory is well respected around the world and she applies this theory to all aspects of her work.

Judith is a master facilitator, teacher, therapist and coach. She has been creating and facilitating personal growth, team development and organizational change seminars for 25 years. Working with individuals, couples and groups, Judith is exceptional at supporting individuals, couples and teams in developing the skills necessary to realize their full potential. She draws out and articulates the underlying concerns of individuals that have stopped them from contributing more effectively to their relationships and/or organizations and coaches them to move through their blocks.

By helping executives, managers and staff understand themselves better and communicate more effectively, Judith helps create productive teams that have the skills to respond flexibly and rapidly in their changing environment.

A consultant's consultant, Judith mentors executives, managers, facilitators, coaches, therapists and other professionals in

applying the *FIRO* theory to their work. Recently, she developed THE Next Step, a follow-on to The Human Element® that focuses on skill development, application and implementation. Together with Gary Copeland, Judith developed a new instrument to measure customer service attitudes and the program, The Human Element® in Customer Service, applying *FIRO* technology to the customer service arena.

Since 1981, Judith has provided training and consultation for diverse organizations in manufacturing, high tech, government, recreation, health care and education including NASA, Procter & Gamble, AT&T, Amdahl Computers, Los Angeles County Schools, The Process Center, Rolling Hills Tennis Club, the U.S. Army, the Geselle Institute, Spirit Rock Meditation Center, San Antonio Water System, Basin Street Properties, Cegos, the Institute of Noetic Sciences, Seaflow, Schwan Food Company, NOAA and Frey's Hotel.

Previously, Judith was chair of a Masters Program at Antioch University, San Francisco. For ten years, she developed and taught a wide variety of coursework and served as guest lecturer at many universities throughout the United States. She has also practiced as a licensed Marriage and Family Therapist since 1979. She and her husband, Daniel Ellenberg, Ph.D., co-authored *Lovers for Life: Creating Lasting Passion, Trust and True Partnership*. They lead seminars and groups together.

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## *What Will Schutz had to say about Judith Bell:*

“From her years of experience, Judith has shown that she can guide a group through even the most difficult terrain with ease and fluidity. I recommend her unequivocally to facilitate any group.

As a consultant and teacher, Judith is creative and skilled at meeting each participant at his or her level. She is gifted in seeing people’s potential and helping them to realize it. This makes her an excellent coach as well. She establishes rapport quickly and develops an atmosphere of trust in which participants find themselves stretching the limits of their beliefs. Judith is able to support people in shifting their perception of an event so it becomes an experience from which to learn rather than evidence to be used against them. She has a rich sense of humor that she uses to help put people at ease.

Judith’s understanding and application of the *FIRO*® theory has gained her international respect. There is no one whom I trust more to take the theory, my life’s work, expand upon it and innovate from it.”

Will Schutz, Ph.D. (1925-2002), Former President of BCon/WSA International, Inc.

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## *What participants say about THE Next Step:*

“The program was absolutely fabulous!!!!!! I am getting e-mails by the boatload thanking me...when actually it was Judi who did all the great work to prepare and conduct the program.”

*Jan M., Director of Management Development*

“Judi Bell was there in the beginning with Will Schutz and instrumental in the development of The Human Element®, so it makes sense that if any one could develop a workshop to enhance that body of work, it would be her. Judi brings a lifetime of education, experience, and creativity to her work, and from the moment she walks into the room you know you are in for a treat. Her energy is boundless, her passion is palpable, and her compassion is genuine and transparent. Several times a day I found myself thinking “That’s brilliant! Why didn’t I think of that?” Judi has been teaching and inspiring me for almost 20 years. Her most recent workshop is exciting and vibrant and represents a major contribution to our understanding and practical application of Human Element concepts.”

*Gary Copeland, Senior Human Element Trainer & Consultant*

“THE Next Step course proved to be highly beneficial for me. The week spent with others in all levels of our agency was a wonderful experience. Relationships were established, with people showing a real caring and concern for others. These relationships have continued since the class ended and at times have been very uplifting. Judith is an excellent source of insight and inspiration. Her caring for each individual is very apparent. Her goal is to get the students to understand themselves better so that we can learn how to deal with others and live happier more productive lives. She does that extremely well. Taking this course has helped me both professionally and personally. I am better equipped to deal with conflict within a group and one on one. The understanding I’ve gained about myself has shown me how to appreciate my accomplishments while remaining humble.”

*Barry L., Research Scientist*

“The course objective was clearly stated and met, namely through more systematic and deeper understanding of the principles found in The Human Element®. Participants will be better equipped to meet the challenge of The Human Element® in the Agency’s mission. Participants—many of whom are managers committed to resolving conflict or heightening productivity—combined their prior THE training with Judith’s skill in organizational psychology to expand the conceptual framework and associated tools that each participant could put to use immediately, often with immediate and positive results.”

*Ann C., Attorney*

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## *What participants say about THE Next Step:*

The teachings and learning's from the THE Next Step stay with you a lifetime, sometimes it's subtle and sometimes it knocks you right upside the head! Either way, I found this to be a personal growth experience that I truly hope I can repeat many times.

*Val B., Business Operations*

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## *What participants say about Judith:*

“I have worked with Judith Bell for approximately 2 years and also have attended several seminars that she has given. In my opinion, her approach is far superior to any other approach I have experienced. She is extremely perceptive and has a proven approach to help people learn to control themselves and their lives.”

*Harry Andrews, Andrews Hotel Owner*

“For me, working with Judith Bell is a delight. She is able to create an atmosphere of safety, comfort and challenge, in which anyone who wants to go the next step towards being their true and full self will find the balance they need. She loves people and loves to see them grow. I felt that the moment I walked into the room.

I find it fascinating to see and experience the way in which Judith helps people go where they are ready to go. She supports them to look around their inner walls and barriers in a safe way, so they can carefully choose to break them down now, later or not at all. I recommend Judith Bell to anyone who is looking for that trainer, coach or support who has it all. She genuinely cares, is very knowledgeable, smart, quick and insightful and will, with great humor and warm personal comfort, challenge you to look in the mirror to meet more of yourself than you saw this morning. I certainly did.”

*Wouter van der Hall, Personal Coach, Trainer, Management Consultant, Facilitator*

“...Judi's skills as an instructor include the obvious basics; she carries herself confidently, presents material in an organized manner, monitors the group for comprehension/questions, and both elicits and fields questions smoothly. However, Judi's style goes well beyond the basics. She is exceptionally good at using body language and facial expressions to express herself to the group; this coupled with a skill for improvisation gives her a strong theatrical set of skills which I have seen her use most effectively. Judi also has particularly useful talents of being able to invent down-to-earth illustrations for abstract ideas and to translate jargon into meaningful terms.”

*Ann C, Chief Executive, Software Department*

“The work of Judi Bell –

- ... If you're living your life with the cup ½ empty, this is the course for you to fill it up!
- ... She teaches with brilliance, wisdom, and compassion.
- ... Truly life changing.
- ... My life will never be the same.”

*deBorah Jones, Educator*

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## **Relationships That Work, Inc.**

**Continuing Education Provider**

Relationships That Work, Inc. is an approved Provider of continuing education for MFTs/LCSWs by the California Board of Behavioral Sciences, #PCE 2907. 100% attendance is required; no partial credit for continuing education courses is given. Course meets the qualifications for 46 (2 Weekend Course) or 50 (Week Course) hours of continuing education for MFTs and LCSWs.

### ATTENDANCE

To earn full credit for this course, 100% attendance is required. Late arrivals beyond a grace period of 15 minutes will not be allowed. Partial credit, i.e., less than the course's approved number of hours, cannot be granted. Letters of completion are presented on-site at the end of the program to pre-registrants.

### WITHDRAWALS and REFUNDS

To receive a refund, your request to withdraw enrollment must be received in writing at least five working days prior to the scheduled start date of the course. A processing fee of 20% of the course fee (rounded up to the nearest \$5 increment) is deducted from all refunds. Enrollees who fail to provide five days' written notice will be assessed the full amount of the registration fee.

*Relationships That Work, Inc. is a California Approved Continuing Education Provider - MFT, LCSW: #PCE2907*

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