

The *i*GOLD® Center

An Introduction to Gestalt in Organisations

25-28 March 2025 – Hawkwell House Hotel, Oxford, UK

Join this highly experiential, professional and personal learning journey with three internationally recognized Gestalt teachers and practitioners

Sheena Cartwright, Rick Huntley and Mary Ann Rainey

This introductory course builds on seminal research and theories of groups, organisations and social change of Gestalt social psychologist Kurt Lewin, principles and strategies of working with individuals and small social systems from Gestalt therapist Fritz Perls and his colleagues, and perspectives of Edwin Nevis and other founders of the Cleveland approach to Gestalt practice in organisations.

COURSE CONTENT

- Understanding the global and organizational context in which we are currently operating
- Four streams of theory and practice: Gestalt; Organizational Development; Leadership; Diversity, Inclusion, Social Justice
- Foundational theories: Experiential Learning Theory, Systems Theory, Paradoxical Theory of Change and the Gestalt stance of working with Resistance
- Use of self and personal presence
- Four roles of the Gestalt intervener
- Intervening at multiple levels of system: individual; interpersonal; group; large complex systems
- Understanding the Gestalt stance on working with groups and teams

COURSE FORMAT

The course will consist of brief lectures, experiential exercises, skill practice, case study and analysis, journaling, reading and application.

Delegates will work in multiple configurations: individually, pairs, groups, total community and plenary.

OUTLINE AGENDA:

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| <p>Day 1:</p> <ul style="list-style-type: none">• Primary Gestalt principles and models• The Gestalt practitioner – use of self and personal presence• Unit of work/cycle of experience <p>Day 2:</p> <ul style="list-style-type: none">• Case Consultations• Personal Learning Groups• The Four roles of the intervenor | <p>Day 3:</p> <ul style="list-style-type: none">• Gestalt approach to change and resistance• Diversity and Inclusion• Personal Learning Groups <p>Day 4:</p> <ul style="list-style-type: none">• Case consultations• Gestalt practice in groups• Strategies for application• Closure |
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WHO SHOULD ATTEND

Organisational consultants, trainers, HR specialists, coaches, executives, leaders, and community activists seeking to understand and work with social systems from a Gestalt perspective



Sheena Cartwright

Sheena is an organisation development consultant who supports leaders and organisations through transformational change. She has 30 -years’ experience of working in and with large global organisations. In her corporate career, she held senior Organisation Development, Talent and HR Leadership roles within Coca-Cola Enterprises, Vodafone and Alexander Mann Solutions. For the last 11 years, Sheena has run her own OD consultancy. She has completed major change, organisation development and engagement projects for global organisations. She holds the NTL Certificate in Organisation Development and is a 2018 graduate of the iGOLD programme and is trained in Clear Leadership and Appreciative Inquiry. She lives in Hampshire UK with her husband and 2 teenage children.



Rick Huntley

Rick Huntley is an internationally recognized organization effectiveness practitioner, change facilitator, author, and teacher. He’s an adjunct lecturer at Georgetown University’s Institute for Transformational Learning, teaching in its Executive Certificate in Diversity, Equity, and Inclusion; and faculty for the NTL Institute ODC Europe Certificate Program. Rick completed graduate study at Howard University in Washington, DC, and is an alumni of the Gestalt OSD Center (USA) and the International Gestalt Organization Leadership and Development Program (iGOLD). He works with small to midsize organizations in Europe, Asia, and the United States. Rick co-authored “Journeys of Race, Color and Culture: From Racial Inequality to Equity and Inclusion” in 2017.



Mary Ann Rainey, Ph.D.

Mary Ann has cultivated a global client base leveraging holistic perspectives to improve organizational and leadership effectiveness. Her leadership experience includes Vice City Manager and corporate Vice President. She co-chairs the international Gestalt Organization & Leadership Development (iGOLD) Program and served as Dean of the NTL Institute’s Global Organization Development (OD) program in Oxford, England and teaches in NTL OD programs worldwide. Other teaching includes Yale University School of Management and Loyola University, Chicago. Her books: *Gestalt Practice* with Brenda B. Jones (2019) and *Leadership in the Age of Not Knowing* with Jonno Hanafin (2023).

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| <p>Dates:</p> <p>Tuesday 25th March 9 am to Friday 28th March 2025 3pm.</p> <p>Hawkwell House Hotel Church Way Iffley Oxford OX4 4DZ United Kingdom</p> <p>Registration/Information: For more information or to request a registration form please contact: info@gestaltodintro.com</p> | <p>Investment:</p> <p>Early bird discounted rate = \$2,950 (if booked before 30th November 2024)</p> <p>Full price = \$3,500 Payment is made in US\$ to the iGOLD Center Includes day delegate rate (lunch/breaks)</p> <p>(Accommodation not included) This is a residential program. Participants are encouraged to reserve a room directly with Hawkwell House.</p> <p>Please email abigail.marchington@accor.com or call +44 (0) 1865 749988 (option 1). The iGold rate will be held until 17th February 2025. After that date, they cannot guarantee that rate or availability of bedrooms for the event.</p> |
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