An Introduction to Gestalt in Organizations: Theory, Practice, Pragmatics
Facilitated by John Nkum, Chantelle Wyley, and Mary Ann Rainey

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

The course builds on seminal research and theories of groups, organizations and social change of Gestalt social psychologist Kurt Lewin; principles and strategies of working with individuals and smaller 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 organizations

Content includes:
• Foundations of Gestalt theory and practice in organizations
• Primary principles and models of Gestalt practice in organizations
• Use of self and personal presence
• Four Roles of the Gestalt Intervener
• Gestalt theory of working with resistance and the ‘paradoxical theory of change’
• Basic skill practice applying Gestalt principles at multiple levels: individual, two-person/dyad, interpersonal, trio, group, organization and larger systems
• Gestalt stance on coaching, building trusted partner relationships and conflict management, working with groups and teams, navigating change in large complex social systems, and leadership development
• Pragmatics, benefits and dilemmas of the Gestalt approach

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

Target Audience:
External and internal organizational consultants, trainers, and human resource professionals; coaches and supervisors; executives, leaders, managers and administrators; and community and social activists who seek to learn more about working with large social systems from a Gestalt perspective

Practical Details
Dates:
20-23 October 2015

Venue:
Hawkwell House
Church Way
Iffley Village Oxford
OX4 4DZ
+44 (0)1865 749988
Reservations @hawkwellhouse.co.uk
www.hawkwellhouse.co.uk

Accommodation:
• This is a residential program.
• Participants are encouraged to book a room at Hawkwell House.
• Participants should book their rooms directly with Hawkwell House.

Cost:
£1750 GBP + VAT
(accommodation not included)

Registration and Information:
Cindy @quality-equality.com
The Rev. John Nkum (Ghana) is an international consultant and trainer in Gestalt OD and change management. He also consults, trains and facilitates international development planning and project cycle management. John has more than 25 years of consulting to international development cooperation agencies, regional bodies, national governments, civil society organizations and corporate entities. He is the founder and CEO of Nkum Associates, a global consulting firm based in Accra. He is also the CEO of Organization Development Centre-Ghana, a non-profit entity that has trained more than 100 Africans in Gestalt Organization and Systems Development during the last decade. John served for 15 years as a faculty member of the International Organization and Systems Development Program, and is a member of the Gestalt OSD founders’ circle. He is certified for the Myers Briggs Type Indicator (MBTI) psychometric instrument by Otto Kroeger Associates, USA.

John Nkum is an ordained bi-vocational minister of the Ghana Baptist Convention with a specialization in teaching and couples and family therapy. John is co-founder of GestaltOD Partners, LLC and the iGOLD Program.

Chantelle Wyley MIS, Certificate in Coaching (South Africa) is a coach, facilitator and trainer specializing in development project management training, facilitation training, leadership development, organization development and systems change. She uses emotional intelligence and Gestalt OD to primarily coach and support public sector leaders in the technical aspects of project/program management, leadership, personal development, diversity, and how to cultivate powerful personal presence and resonant relationships. Chantelle has taught in the International Gestalt Organization and Systems Development (IOSD) Program (2006-2012), the Business Executive Coaching Program at the University of Witwatersrand Business School, Johannesburg (2009-2012), and other Gestalt OD programs in South Africa. She is co-chair of Baobab Consulting and Training based in Cape Town and a Senior Technical Advisor in the Technical Assistance Unit of the National Treasury in South Africa, and associate of the Teleos Leadership Institute (Philadelphia, USA). Chantelle is co-founder of GestaltOD Partners, LLC and the iGOLD Program.

Mary Ann Rainey, Ph.D. (USA) specializes in the application of holistic perspectives to improve organizational performance and transformation. With a global client base, she is executive coach and consultant to high level leadership teams navigating complex change. Her executive leadership experience includes Vice-president of Organizational Effectiveness of Exelon Corporation and Vice-City Manager of East Cleveland, Ohio. Mary Ann is Adjunct Professor in the Executive MBA Program at Loyola University in Chicago, Illinois. Her experience as a teacher of Gestalt theory and practice spans more than 20 years and includes co-chairman of the US and International Organization & Systems Development (OSD) Programs and co-founder of the Ghana OSD Program. She is a past board member of NTL Institute and teaches in the NTL OD certificate programs in the UK, India and Singapore and has taught in management and doctoral programs at Case Western Reserve University and Benedictine University. Mary Ann has published articles on experiential learning, leadership, Gestalt practice and Appreciative Inquiry. Mary Ann is co-founder of GestaltOD Partners, LLC and the iGOLD Program.

Indicative Programme:

Day 1
- Orientation
- Foundations of Gestalt theory and contemporary relevance
- Overview of the Gestalt approach
- Primary Gestalt principles and models in organizations

Day 2
- Gestalt approach to change and resistance and ‘the paradoxical theory of change’
- Levels of systems as a lens in organization work
- The Gestalt practitioner: Use of self and personal presence

Day 3
- Roles and skills of the Gestalt intervener
- Intervention models: multiple levels of system
- Skill practice and feedback
- Case study and analysis
- There will be an evening session on day three

Day 4
- Navigating change in large, complex social systems
- Implementation considerations: the art and science of Gestalt practice in organizations
- Strategies for application to my work
- Closure