An Introduction to Gestalt in Organisations: Theory, Practice, Pragmatics

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

Jonno Hanafin 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

• Foundations of Gestalt theory and practice in organisations
• Primary principles and models of Gestalt practice in organisations
• 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, organisation 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.

WHO SHOULD ATTEND

External and internal organisational 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
17-20 April 2018

Venue
Eynsham Hall
North Leigh, Witney
OX29 6PN, England
+011 44 01993 885200

Registration/Information
Cindy@odceurope.co.uk

Cost
£1750 GBP + VAT
(accommodations not included)

Accommodations
This is a residential program. Participants are encouraged to reserve a room directly with Eynsham Hall. Please request the Gestalt rate.

stay@eynshamhall.co.uk
http://www.eynshamhall.com/

This programme is co-sponsored by:

Gestalt Partners

ODC Europe (NTL) Ltd
Our Faculty

**Jonno Hanafin, MBA** is an internationally recognized, seasoned and insightful organisational change advisor with more than 40 years’ experience on six continents. A trusted advisor to CEOs and corporate boards around the world, Jonno has assisted thousands of leaders and hundreds of organisations improve the way they do business. He has facilitated organisations in launching, expanding globally, merging, transforming their culture and developing their next generation of leaders.

As a corporate executive, Jonno directed the global organisation and executive development functions for Exxon. He also was the cultural architect and builder for the Syncrude Canada oil sands project.

Jonno has been recognized as one of the foremost developers of organisation and community change consultants and leaders in the world, and has taught Gestalt OD theory and practice for 30 years. He was founder and chair of the original International Organisation & Systems Development program.

Jonno is one of four invited facilitators for the Clinton Global Initiative held annually in New York. He has published and taught numerous courses on consulting and leadership. He lives on Bainbridge Island in Washington State, USA. He and his wife have a daughter in college.

**Mary Ann Rainey, Ph.D.** is an organisational effectiveness consultant and executive coach based in Chicago, Illinois, USA. She has more than 25 years’ experience working with high-level leadership teams and helping organisations navigate complex change. Her clients represent education, pharmaceutical, retail, healthcare, energy, government, and banking and finance sectors in North America, Latin America, Europe, Asia and Africa.

As a leader in the public and corporate sectors, Mary Ann served as VP, Organizational Effectiveness, Exelon Corporation (NYSE:EXC) and Vice-City Manager of East Cleveland, Ohio.

Mary Ann is currently an adjunct professor in the Executive MBA Program at Loyola University in Chicago, serves on the faculty of the Yale School of Management/Yale New Haven Hospital’s Strategic Agility and Innovation Program. She is dean for The NTL Institute’s Organisation Development (OD) Certificate Programme in Oxford, England and faculty in NTL certificate programs in the USA, India and Singapore. She is co-founder of GestaltOD Partners, and is co-chair of the International Gestalt Organization and Leadership Development (iGOLD) Program.

Mary Ann holds a Ph.D. in organizational behavior, a M.S. in counseling and human resources, and a B.S. the application of Appreciative Inquiry as an organisational change methodology. She leads Gestalt education and training with organisations, groups, and individuals (therapy). Her professional affiliations have included NTL Institute of Applied Behavioral Science, Academy of Management Association, The Kurt Lewin Center, and Organization Development Network (ODN).

Mary Ann and her husband, Elias Tolbert, have two sons.

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<td><strong>DAY 1</strong> Orientation</td>
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<td>Foundations of Gestalt theory and contemporary relevance</td>
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<td>Overview of the Gestalt approach</td>
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<td>Primary Gestalt principles and models in organisations</td>
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<td><strong>DAY 2</strong> Gestalt approach to change and resistance and “the paradoxical theory of change”</td>
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<td>Levels of systems as a lens in organization work</td>
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<td>The Gestalt practitioner: Use of self and personal presence</td>
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<td><strong>DAY 3</strong> Roles and skills of the Gestalt intervener</td>
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<td>Intervention models: multiple levels of system</td>
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<td>Skill practice and feedback</td>
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<td><em>There will be an evening session on Day 3</em></td>
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<td><strong>DAY 4</strong> Navigating change in large, complex social systems</td>
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<td>Implementation considerations: the art and science of Gestalt practice in organisations</td>
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<td>Strategies for application to my work</td>
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<td>Closure</td>
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