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

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

John Nkum, Cortney Cahill and Mary Ann Rainey

This introductory 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 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 organizations.

Course Content

• 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.

Who Should Attend

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.

This programme was created through a partnership.

Practical Details

Dates
19-22 July 2016

Venue
Hawkwell House
Church Way
Iffley Village Oxford
OX4 4DZ
+44 (0)1865 749988

Registration/Information
Cindy@quality-equality.com

Cost
£1750 GBP + VAT
(accommodations not included)

Accommodations
This is a residential program. Participants are encouraged to reserve a room directly with Hawkwell House.
reservations@hawkwellhouse.co.uk
www.hawkwellhouse.co.uk
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, a member of the Gestalt OSD founders’ circle, and is certified for the Myers Briggs Type Indicator 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. He also is co-founder of GestaltOD Partners, LLC and the iGOLD Program.

Cortney Cahill, M.S.O.D. (USA) is an organization development coach and consultant focused on developing leaders and their teams to drive business results through organizational alignment and strategic initiatives. Coaching and consulting since 1997, her clients range from higher education, healthcare, professional services and the federal government, to NGOs and non-profit organizations. Clients include Boston Children’s Hospital, Heifer International, IBM, L’Oreal, Louis Vuitton Moët Hennessy, PricewaterhouseCoopers, Starwood Hotel Group, Transport Canada, UVM Medical Center, and Viacom.

Cortney holds a Masters in Organization Development from American University, and a B.A. in Sociology from the University of Colorado and a Professional Coaching Certification (PCC) and through the International Coaching Federation.

Cortney serves as faculty in the International Gestalt Organization and Leadership Development Program (iGOLD). Additionally, she has completed training through the Gestalt International Study Center, Gestalt OSD Center, Teleos Leadership Institute, Korn Ferry International, CENTACS, and has a certification in Emotional Intelligence through Case Western Reserve University.

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.

Mary Ann also has executive leadership experience. She was Vice President of Organizational Effectiveness of Exelon Corporation and Vice-City Manager of East Cleveland, Ohio. Currently, she is an adjunct professor in the Executive MBA Program at Loyola University of Chicago.

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 numerous articles on experiential learning, leadership, Gestalt practice and Appreciative Inquiry. She 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