



Gestalt in Organizations

Organizational Development & Coaching Training program

In today's organizations, managing power, resistance, relationships and change require core competence skills for those working in organizations at all levels.

The training program GESTALT in ORGANIZATIONS aspiring to approach the above needs effectively, has been running successfully since 2005; the program is designed for persons who work internally or externally in organizations and strive in bringing change in themselves and their organizations.

The training program is based on the Gestalt methodology, is structured around practice and theory with emphasis on experiential learning, offering a mix of developmental events designed to meet the individual needs of consultants, coaches, executives and managers in order to enhance their impact in their professional and personal lives and provide a new exciting career path.

The program's faculty are Gestalt trainers, consultants and therapists from Europe and U.S.A with extensive professional and academic experience in the organizational setting.

The Gestalt approach to organizations is concerned with change and learning within organizations. The goal is to achieve change as one achieves self and environmental awareness.

Trainees learn to look effectively at four levels, the organizational, professional, relational and personal level in order to increase awareness and develop skills to face situations like conflict or lack of acceptance of conflict in organizations, problematic internal communication, lack of participation and work involvement, goal setting, team work, resistance to change and leadership issues among others.

The program offers:

Certificate (1 year)

or

Diploma (4 years
incl 1 year Field Practice)

Organising Team:

Magda Pantelidu
Panos Vasmatzidis

Program Hypervisor:

Sue Congram

The next training
program will start
November 2017



Aims & Objectives of the training program

In this training program you will learn about the power of experiential learning as well as:

- ❖ a new powerful way to use yourself as an instrument of influence and change; a way to grow in your presence as a person and in confidence
- ❖ how to acquire knowledge, experience and method in order to be effective in human relationships as a consultant, coach or an employee
- ❖ to develop awareness of power and relational issues in groups and organizations
- ❖ a way to use process in order to intervene in a system, understanding smaller, larger and hierarchical systems in process
- ❖ how to develop confidence and a better understanding of how to deal with conflict situations creatively and with clarity
- ❖ to develop intervention and collaboration skills increasing leadership capacity & skills
- ❖ to raise awareness for change and learning processes in organizations

Learning Context of the training program

The program is designed to enhance personal growth and skill development and it offers:

- ❖ experiential workshops, theory and practice
- ❖ case study and theory assignment application
- ❖ working with own organizational issues on actual case studies
- ❖ personal growth groups & individual therapy
- ❖ on course handouts and exercises related to the candidates' organization
- ❖ trainer and peer feedback on personal and skill development

The above is achieved through:

- Group teaching - experiential seminars (core curriculum)
- Personal coaching (coaching)
- Coaching Organizational Development (OD) practice (field practice)
- Supervision of OD work and coaching (supervision)

Training program Overview

The training program has two parts:

Foundation Level Training Program: Certificate - 110 hours – spread over 1 year

During the 1st part of the program, emphasis is given to:

- ❖ comprehension of basic Gestalt concepts
- ❖ developing awareness
- ❖ dealing with systems
- ❖ the steps in becoming consultant – coach - how to use yourself as an intervener
- ❖ personal & group development work

Advanced Level Training Program: Diploma - 280 hours - spread over 3 years + Field practice (1 year)

The 2nd part of the program, aims to extend understanding of the complex nature of interpersonal relationships and group dynamics; emphasis is given to:

- ❖ maximising personal leadership skills: integration of personality
- ❖ ethics
- ❖ personal growth groups are in force simultaneously in order to identify and change self-limiting attitudes and enhance group dynamics
- ❖ reinforcing consultant – coach skills
- ❖ supervision for organizational work
- ❖ practical training – field practice

'The program has changed my life in terms of my relationships with colleagues, friends & family'.

Giannis Aggelis
Global Product Mgr &
Strategic Marketing
Fresenius Kabi

'The GIO training has given me the urge to open the door of change and provided me with the key skills needed to change my profession, from a bank manager to an effective coach'.

Iliana Kynigopoulou
Personal Consultant-Life
Coach

'The training was an opening to new experiences in life & business'.

Antonis Vakalis
MD
Vakalis Educational
Establishment

The program offers an alternative to existing academic training programs in giving emphasis on experiential learning



it will
definitely
grip you!

Program Syllabus

Foundation Level Program – 1st year – Certificate

Week 1 – training seminar

Introduction to Gestalt Theory & Influences

- ✦ History & Roots of Gestalt therapy, Coaching & OD work
- ✦ Paradoxical theory of change

Week 2 - training seminar

Theory of Gestalt Therapy

- ✦ Field Theory / Figure - Ground Resolution
- ✦ Awareness / Consciousness
- ✦ Here and Now/Phenomenology
- ✦ Creative Adjustment

Week 3 - training seminar

Awareness & Polarities

- ✦ Awareness
- ✦ Polarities and Integration
- ✦ Awareness of a group

Week 4 - residential training seminar

Working with Process in the Gestalt Approach

- ✦ Figure & Ground
- ✦ Individual & Group process
- ✦ Contac
- ✦ Content- Context
- ✦ Impasse

Week 5 – residential training seminar

Culture

- ✦ Culture & organizational culture
- ✦ Culture & the Consultant
- ✦ Creative Adjustment

Advanced Level Program – Diploma 2nd year

Week 1 – training seminar

Leadership

- ✦ Personal Leadership Skills
- ✦ Team & Organizational Development – what hinders growth in individuals, groups & teams
- ✦ Leading processes in different fields

Week 2 - training seminar

Power

- ✦ Power & Awareness
- ✦ Transference & Countertransference
- ✦ Power & the Consultant

Week 3 - training seminar

Ethics – Principles and Applications

- ✦ The connection between ethics, professionalism & parallel processes in coaching and consulting

Week 4 - residential training seminar

Consulting/ Coaching/ Counseling

- ✦ Developing Consulting & Coaching
- ✦ The role of Consultant versus Therapist
- ✦ The Gestalt Coach – basic principles in Gestalt coaching methods

Week 5 - residential training seminar

Conflict

- ✦ Conflict in groups
- ✦ Intervening at different levels, stages & groups
- ✦ The Self Organizing principle

Advanced Level Program – Diploma 3rd year

Week 1 – training seminar

Field Theory

- ✦ Unified Field
- ✦ Fields in Fields
- ✦ What does Field Theory mean to an organizational practitioner (coach, consultant, manager, employee)?

Week 2 - training seminar

Dialogue

- ✦ Presence / Inclusion (I-Thou)
- ✦ Dialogue as lived/ Creative Adjustment

Week 3 - training seminar

Diagnosis

- ✦ Discovering a Diagnosis
- ✦ Principles of Methodology are found in the Paradoxical Theory of Change, Phenomenology, Awareness raising

Week 4 - residential training seminar

Working as an OD Consultant

- ✦ How to See a System
- ✦ How to make Interventions stick
- ✦ Developing & working with Competence & Optimism

Week 5 - residential training seminar

Living Leadership

- ✦ The Gestalt Approach
- ✦ Killing the Leader
- ✦ What does it mean to go out in the world as the 'leader' of your life and leading your ideas forward

Who can attend

The program is designed for individuals with working experience in order to utilize this experience and provide them with further relevant knowledge. Relevant fields include:

- ✓ coaches & organizational consultants
- ✓ professionals in leading functions
- ✓ executives from all functions who would like to make a difference in their way their organization thinks and practises
- ✓ psychotherapists who would like to enhance their techniques or are interested to enter the business world
- ✓ educators
- ✓ managers
- ✓ human resources personnel and training departments
- ✓ people who would like to instil in their working lives human values & understanding

Terms of admission

- relevant basic professional education and /or training in one of the above fields
- working experience
- personal interview with program coordinator
- good knowledge of the English language

Cost of the program per year

€ 2,000/year, paid cash in advance

€ 2,150/ year, paid in 2 instalments (€1,075 - November & March)

€ 2,300/year, paid in 4 instalments (€575 - November, January, March & May)

Expenses for travel and overnight staying are not included in the above prices as well as the cost of the personal therapy and personal growth groups.

Seminars can be subsidised by O.A.E.Δ. account ΛΑΕΚ according to special law N. 2224/94

Program Requirements

Assignments

Trainees have a number of assignments and a reading list to complete during their 3 years of training.

Final Project

The Final Project is part of the assessment for the award of the Diploma for final year trainees. The aim is to integrate earlier experiences and trainees 'way of looking at the world' with Gestalt philosophy, theory and methods and demonstrate an ability to carry out a piece of coaching or consulting.

Field Practice

The Field Practice is part of the assessment for the award of the Diploma for final year trainees and is completed during the 4th year of training. The aim is to integrate theory and methods and demonstrate an ability to carry out a piece of coaching or consulting, workshop, etc. under supervision. The Field Practice offers a number of options to suit the needs and circumstances of different trainees and in a fair and uniform distribution of hours and effort; projects are intended to allow maximum flexibility to select an appropriate area of application.

Supervision

Supervision of OD work and coaching for each training year.

for more information
& registration
contact the
organising team:

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Training program Schedule

	GIO Foundation Level November 2017 – July 2018 1 st year	GIO Advanced Level November 2018– July 2019 2 nd year	GIO Advanced Level November 2019 – July 2020 3 rd year
Date	24-26 November 2017	16-18 November 2018	22-24 November 2019
Venue	Training Seminar – Athens	Training Seminar – Thessaloniki	Training Seminar – Athens
Hours	17/100	19/120	19/120
Timetable	Friday: 18:00-21:00 Saturday: 10:00-18:00 Sunday: 11:00-17:00	Friday: 18:00-21:00 Saturday: 10:00-19:00 Sunday: 10:00-17:00	Friday: 18:00-21:00 Saturday: 10:00-19:00 Sunday: 10:00-17:00
Date	26-28 January 2018	25-27 January 2019	24-26 January 2020
Venue	Training Seminar - Thessaloniki	Training Seminar – Athens	Training Seminar – Thessaloniki
Hours	18/100	19/120	19/120
Timetable	Friday: 18:00-21:00 Saturday: 10:00-18:00 Sunday: 10:00-17:00	Friday: 18:00-21:00 Saturday: 10:00-19:00 Sunday: 10:00-17:00	Friday: 18:00-21:00 Saturday: 10:00-19:00 Sunday: 10:00-17:00
Date	16-18 March 2018	15-17 March 2019	20-22 March 2020
Venue	Training Seminar – Athens	Training Seminar – Thessaloniki	Training Seminar – Athens
Hours	17/100	19/120	19/120
Timetable	Friday: 18:00-21:00 Saturday: 10:00-18:00 Sunday: 11:00-17:00	Friday: 18:00-21:00 Saturday: 10:00-19:00 Sunday: 10:00-17:00	Friday: 18:00-21:00 Saturday: 10:00-19:00 Sunday: 10:00-17:00
Date	17-20 May 2018	23-26 May 2019	14-17 May 2020
Venue	4 day Residential Seminar	4 day Residential Seminar	4 day Residential Seminar
Hours	30 /100	38/120	38/120
Timetable	Thursday: 15:00-19:00 Friday: 10:00-19:00 Saturday: 10:00-19:00 Sunday: 09:00-17:00	Thursday: 10:00-20:00 Friday: 10:00-20:00 Saturday: 10:00-20:00 Sunday: 10:00-18:00	Thursday: 10:00-20:00 Friday: 10:00-20:00 Saturday: 10:00-20:00 Sunday: 10:00-18:00
Date	22-24 June 2018	21-23 June 2019	26-28 June 2020
Venue	3 day Residential Seminar	3 day Residential Seminar	3 day Residential Seminar
Hours	18 /100	25/120	25/120
Timetable	Friday: 18:00-21:00 Saturday: 10:00-18:00 Sunday: 10:00-17:00	Friday: 11:00-19:00 Saturday: 10:00-19:00 Sunday: 09:00-17:00	Friday: 11:00-19:00 Saturday: 10:00-19:00 Sunday: 09:00-17:00
Other requirements	Personal therapy 10 hours	Personal therapy 10 hours group therapy 40 hours coaching 10 hours	Personal therapy 10 hours
Total hours/year	110 hours	120/150 hours	130 hours



Trainers

Sue Congram (Clayton), PhD, MSc Psychology, GPO-EAGT

Sue is a highly experienced business development psychologist who has worked with large and small businesses in the commercial sector for many years, her focus today is on leadership and executive development. She has been teaching Gestalt in organisations in the UK, Scandinavia and Greece for over twelve years providing additional coaching and supervision for trainees and qualified practitioners. Sue has published a number of books on organisational practice.

John Ewans Porting

John is the director of GIS – INTERNATIONAL, the Gestalt Institute of Scandinavia, founded in 1976. He is executive director of the consultancy company PMI – INTERNATIONAL, Personal Management International. John Ewans Porting has through the last 25 years worked in companies and organizations to improve leadership and organizational processes. The PMI Gestalt consultants work on issues, themes and processes like group dynamics, conflict resolution, management- and leadership training, strategy development, organizational change, merging, outplacement and other very demanding, stressful and emotional difficult tasks.

Joe Melnick, PhD

Joe is a faculty member of the Cape Cod Training Program and a member of the Gestalt Institute of Cleveland. He is an organizational consultant, a couples and family therapist and author of numerous articles and book chapters on intimacy, ethics and small groups. He has taught worldwide and is the Editor of Gestalt Review, published by the Gestalt International Study Center.

Frans Meulmeester, MS, Counsellor, GPO-EAGT

Frans is working as a Gestalt therapist, trainer and consultant for more than 20 years; initially in the educational setting, and later in training programs, workshops and consultancy for Healthcare-organizations and mainly organizations that provide care for the elderly, like nursing homes. He is a registered member of the EAGT and the EAP and a guest-trainer of several Gestalt institutes and education institutes in Europe.

Magda Pantelidu, BA Social Sciences, MA Applied Social & Market Research, GPO-EAGT

Organizational Consultant, Co-Founder of the Gestalt Edge in organizations and academic program coordinator. She has been working for the last ten years as a consultant in the areas of Executive Search & Recruitment, Market research, HR and Communication, Team work, Change and Conflict management in various organizations. She has taught in private colleges and universities in Greece. She is a founding member of ICF Chapter Greece.

Panos Vasmatzidis, MA Marketing, BA Agriculture Science, Topic Agricultural Economics, GPO-EAGT

Program coordinator; he has more than 10 years experience in Marketing and Selling pharmaceutical products in several positions for different Organizations. He is a Gestalt practitioner & consultant for Organizations since 2009.

Lia Zografou, MA Dramatherapy, GPO-EAGT

Lia is a Health Professions Council (HCPC, UK) registered dramatherapist, supervisor, Gestalt consultant and trainer. During the past eighteen years she has worked extensively in the fields of therapy, education and consulting/coaching. She has published on psychodrama, dramatherapy and supervision and is freelancing in Greece and the UK. She has co-founded the Hellenic Playback theatre company and is currently a founding member and actor of the "RU" theatre company promoting creative approaches to community dialogue and change.