



## From controlling people to balancing the forces in organizations -

### *Bridging theory and practice of Gestalt approaches to organizations*

The training program objectives are, to -

- learn to learn as gestalt practitioner;
- develop one's self reflection capability in relation to organizations;
- develop ability to understand problematic situations in an organization;
- develop skills in relating to organizational questions, challenges and complexities;
- develop leadership skills.

### Requirements

- Regardless of the depth of the knowledge of Gestalt, we invite people/participants who are dedicated to development and learning, specifically their ability to intervene with/apply to organizations - via coaching, teambuilding, leadership development or everyday operations.
- Those who are new to gestalt theory, are required to complete an introduction module to gestalt theory.
- Experience in working with organizations either or both from within the system or/and as a consultant from the outside is welcome.

### Program trainers team



**Talia Bar-Yoseph Levine, DPsych (Israel).** Clinical psychologist, Gestalt psychotherapist, management consultant, supervisor & international trainer, co-executive director of Jerusalem gestalt institute, Member of the GB of EAGT.



**Viktoras Keturakis PhD (Lithuania).** Gestalt psychotherapist, management consultant and trainer, President of the Lithuanian Gestalt Psychotherapy Association; Co-founder and trainer in Gestalt Psychotherapy Institute "Dialogas" (Vilnius, Lithuania).



**Frans Meulmeester (The Netherlands).** Organizations consultant, gestalt psychotherapist, trainer, supervisor and coach. Staff member of several Gestalt institutes. Past chair of the GPO committee, EAGT



**Michal Lewandowski, MA (Poland).** Psychologist, Gestalt consultant, coach, facilitator, supervisor, lecturer. Affiliated with the Faculty of Psychology at the University of Warsaw. Chair of the GPO Committee, EAGT. founder of the GPO School in Poland.



**Agnė Jonaitytė-Karalienė (Lithuania).** Organizational psychologist, Graduate of Gestalt Institute „Dialogas“, HR manager, mentor, EAGT certified GPO practitioner.



**Tatjana Gurova (Lithuania)** Program manager, consultant, trainer, Graduate of Gestalt institute "Dialogas", EAGT certified GPO practitioner.

# Gestalt approach to organizations



**DIALOGAS**  
Geštaltinės psichoterapijos institutas

Two year program composed of 11 modules, which focus on developing abilities to 'read an organization', stay with what is and intervene using the Gestalt Philosophy of being and practice. Competence is developed by introducing main ideas, theory, practicing skills and reflecting/developing an inner readiness.

## The program

**First year** - Understanding and experiencing organizations from a gestalt perspective.

**Second year** - Intervening in organizations addressing dilemmas, developmental issues, leadership and teamwork

## First year

**Introduction** Smell and taste gestalt in organizations online . Taste the honey. An open call.

### Blocks

#### Block 1

Basic principles of gestalt approach to organizations 1

#### Goal

Applying knowledge of the Gestalt principles to organizations

#### Content

Gestalt philosophy of being  
Contact and Organismic self Regulation  
Field theory  
Phenomenology  
Dialogue

#### Block 2

Basic principles of gestalt approach to organizations 2

Applying knowledge of the Gestalt principles to organizations

(continuation of block 1 topics)

#### Block 3

Group dynamics in organization

Understanding of and being with group processes

Group theory and practice  
Belonging dilemma  
Influencing dilemma  
Productivity dilemma  
The phenomenon of shame  
To see and be seen in the team

#### Block 4

Phenomenological inquiry in organizations

Every organization has its cultures and at the same time is a part of a culture. As a consultant it is important to become aware of the multiple aspects of cultures and help people to reflect on their own meaning making habits embedded in their culture

Phenomenological observation  
Coexisting through dialogue  
Assumption, awareness to difference,  
Context, field

#### Block 5

Contact mechanisms within organizations

Recognizing styles of contact and relating in organizations

Process of contact  
Contact styles and interruptions  
OSR (organismic self regulation)



**Block 6** Developing the attitude of dialogical leadership 'I – thou –and I - It relationship'  
Dialogic leadership Presence in leading  
Strategic and intimate way of relating

## Second year

Intervening in organizations using gestalt approach: dilemmas in organizations.

	<b>Goal</b>	<b>Content</b>
<b>Block 1</b> Paradoxical theory of change in organizations	Addressing the dilemma of being vs doing; process vs results	Contact modifications The paradoxical theory of change
<b>Block 2</b> Exploring power structures and conflicts	Working with qualities and distortions of power and conflicts	Contact is the appreciation of difference Quality of contact Trusting the process
<b>Block 3</b> Body experience in organizations	Being more holistic by including body, feeling and mind in our approaches to organizations	Body awareness Blockages to awareness The concept of shame Variety of experience
<b>Block 4</b> Diversity and culture	Getting in touch with the issues and dilemmas of diversity and culture	The beauty and dilemmas of meeting diversity Culture Results
<b>Block 5</b> Endings in organization and of the training program	Learning to address assimilation and ending in organizations	Closing the experience The process of assimilation (owning and rejecting) Goodbye

## Dates for the first year 2024-2025

Smell and taste gestalt in organizations online. Introductory event. Taste the honey. An open call for everybody interested.	January 18, 2024
Block 1	February 1-3, 2024
Block 2	May 9-11, 2024
Block 3	September 12-14, 2024
Block 4	November 7-9, 2024
Block 5	February 6-8, 2025
Block 6	May 8-10, 2025

## Training Fee including mentoring for final work, consultations.

Early bird until September 1, 2023 - 3200 EUR per year.

Regular fee - 3500 EUR per year.

The price for Introduction open call day - 100 EUR per person

Scholarships are available. If you have any questions please contact us by email [GIO@dialogas.net](mailto:GIO@dialogas.net)