

Gestalt approach to organizations

From controlling people to balancing the forces in organizations
Bridging theory and practice of Gestalt approaches to organizations

Training program objectives

- ✓ learn to learn as gestalt practitioner;
- ✓ develop one's self reflection capability in relation to organizations; internal and external dialogue;
- ✓ develop ability to understand and intervene problematic situations in an organisation;
- ✓ develop your skills in relating to organisational questions, challenges and complexities;
- ✓ develop your leadership.

Requirements

- ✓ Regardless of the depth of the knowledge of Gestalt, we invite people who are dedicated to development and learning, specifically their ability to intervene with organizations - via coaching, teambuilding, leadership development or everyday operations.
- ✓ For those new to gestalt theory, we require to complete 3 days introduction into main concepts of gestalt theory.
- ✓ Experience in working with organizations either or both from within the system or as the consultant from outside is welcome.

Our two year program is focused on developing abilities to 'read an organization', stay with what is and intervene.
Competence is developed by introducing main ideas, practicing skills and reflecting/developing inner readiness.

About the trainers team



Talia Bar-Yoseph Levine, DPsych (Israel).
Experienced CEO and management consultant, specializing in team building, professional development of executives as well as teaching and training of psychotherapists.



Frans Meulmeester (The Netherlands).
Organisations consultant, gestalt psychotherapist, trainer, supervisor and coach. Staff member of several Gestalt institutes.



Viktoras Keturakis PhD (Lithuania).
Gestalt psychotherapist, management consultant and trainer, Trainer at Gestalt Psychotherapy Institute "Dialogas"; Chairman of the Board of Lithuanian Gestalt Psychotherapy Association



Agnė Jonaitytė-Karalienė (Lithuania).
Organisational psychologist, Graduate of Gestalt Institute „Dialogas“, HR manager, mentor.

The program

First year

Understanding and experiencing gestalt way of thinking in organizations

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

Goal Applying knowledge of the Gestalt principles to organizations

Content (continuation of block 1 topics)

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

Block 3 Group dynamics in organization

Goal Understanding of and being with group processes
Learning to 'read', be present and influence teams is the core of working with organizations.

Content

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

Block 4 The phenomenology of Culture

Goal Learning to explore the multiple aspects of cultures in organisations

Content

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

Block 5 Contact mechanisms within organizations

Goal Recognising styles of contact and relating in organizations

Recognising is the bridge between theory and practice.

Content

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

Block 6 Dialogic leadership

Goal Developing the attitude of dialogical leadership

Content

- 'I – thou –and I - It relationship'
- Presence in leading
- Strategic and intimate way of relating

Second year

Intervening in organizations using gestalt approach: dilemmas in organizations.

Block 1 Paradoxical theory of change in organizations
Goal Addressing the dilemma of being vs doing; process vs results

Content

- Contact modifications
- The paradoxical theory of change

Block 2 Exploring power structures and conflicts
Goal Working with the qualities and distortions of power and conflicts

Content

- Contact is the appreciation of difference
- Quality of contact
- Trusting the process

Block 3 Body experience in organizations
Goal Being more holistic by including body, feeling and mind in our approaches to organizations

Content

- Body awareness
- Blockages to awareness
- The concept of shame
- Variety of experience

Block 4 Diversity and culture
Goal Getting in touch with the issues and dilemmas of diversity and culture

Content

The beauty and dilemmas of meeting diversity

- Culture
- Results

Block 5 Endings in organization and of the training program
Goal Learning to address assimilation and ending in organizations

Content

- Closing the experience
- The process of assimilation (owning and rejecting)
- Goodbye

Dates for the first year

Introduction April, 15-17, 2021

(for those without Gestalt background)

Block 1 May, 13-15, 2021

Block 2 July, 1-3, 2021

Block 3 September, 9-11, 2021

Block 4 November, 11-13, 2021

Block 5 January, 20-22, 2022

Block 6 April, 7-9, 2022

Price

The price for the introduction workshop is € 500,- (21% VAT not included)

The price for the training program is € 3200,- per year (21% VAT not included), including mentoring for final work and consultations.

Scholarships are available. Early bird price (registering before January, 1st, 2021) € 2900,- (21% VAT not included)

Information and registration

Please contact us for more information and registration by e-mail GIO@dialogas.net