



Gestalt in Organisations

...applying Gestalt Approaches and Models to working in Organisations

Fundamentals Workshop

This 3 day workshop is designed for leaders, coaches, facilitators and consultants

This is an experiential workshop, where we aim to give people a 'felt' experience of Gestalt, rather than just talking about it. Every instance of the Fundamentals workshop is unique because we work experimentally with what is happening in the moment, and with what emerges from the group in terms of areas of interest and individual and group process. As well as working with the whole group, we are likely to invite people to work in small groups and pairs for a number of activities.

philosophy
theory
principles
tools
application

Awareness

Sharpen awareness of what's happening for you and the people you're working with. We work with the **Windows of Awareness™** to significantly enhance observational and listening skills. We look at how to use the **Cycle of Experience** to be more aware of what's happening for you and others. These models are especially useful when working one-on-one, with teams or with groups.

Presence

Be more 'present' in the 'here and now', and work more effectively with what is happening, rather than spinning wheels worrying about what isn't happening. We work with the concepts of **Clearing the Field**, experimentation, **Creative Indifference** and **Miss-takes** to support more creative ways of dealing with challenges and the unexpected. The concepts of **Clearing the Field** and **Creative Indifference** are especially useful for coaches and facilitators.

Facilitating Change

Make more effective systemic interventions, avoid **Wave Hopping** and implement change more effectively. We look at applying the **Cycle of Experience**, **CROPS in the Field** and **ROCKs in the Field** models to develop a fuller understanding of what's going on within and around teams or organisations. We look at how the **Paradoxical Change Theory** can help leaders and consultants, in particular, deal more effectively with resistance to change. And we look at how to use the **Pragmatic Idealism Model** to check that organisational changes can actually work and are consistent with your personal and organisational values.

Working with Conflict

Deal positively and creatively with conflict, using the process of **Working with Unintended Consequences** and the concepts of **Both/And** and **Third Option Thinking**.

Connection

Develop better relationships through a deeper level of contact between you and others, so that you can lead, coach or influence people more effectively. We work through the key elements of **Relational Dialogue** and the **7 Pillars of Perception**. We explore your own **Contact Styles**, how others operate and how to deal effectively with the range of **Contact Styles**

Leading People

Apply the **Cycle of Experience** to run better meetings and sessions and to lead more successful projects. This includes looking at the concept of **Wave Hopping**, and how organisations can get higher levels of commitment to projects/significant changes, and get things right the first time (avoiding the significant costs associated with fixing and redoing things).

the space between people and performance



Gestalt In Organisations | Fundamentals Workshop | Facilitators:

Facilitators Howard Borman, Kirsten Brumby and Swee Lin Teoh have been facilitating Gestalt in Organisation workshops and leadership programmes for over 10 years, in Australia, Malaysia and New Zealand.

Howard In addition to working as a Gestalt therapist and organisational leader, Howard has worked for the past 30 years as a consultant, facilitator and coach, working at all organisational levels with a wide range of corporate clients, including financial institutions, professional services firms, universities, manufacturing companies, retailers and mining companies, throughout Australia and South East Asia. He has been facilitating Gestalt in Organisation workshops for over 15 years, delivering programs in Australia, England, New Zealand, Greece, Singapore and Malaysia. A published author, his most recent publications are Moments of Leadership and Advanced Facilitation, co-authored with Dr Trevor Bentley. He has qualifications in Gestalt Therapy, Adult Education and Corporate Management.

Kirsten Over the last 20 years, Kirsten has worked as a facilitator, coach and organisational consultant with a broad range of organisations, including government departments, financial services organisations, manufacturing companies, non-profit community service organisations and consulting organisations. Before focusing on her consulting work, Kirsten co-founded a computer consulting company, and in 3 years built the company to a profitable practice, with \$3M turnover and 20 employees. She has a Bachelor of Applied Science in Computing, with a Business sub-major of Organisation and Management and qualifications in Adult Education.

Swee Lin is an organisational consultant, leadership assessor and executive coach with over 26 years of experience in the consulting industry. She started her career in IT process consulting and has won multiple industry awards as a practice director for high customer satisfaction, publicly referenced projects and profitable businesses. She now works with multinational clients and community groups across Asia Pacific to assess, develop and coach their middle managers and senior leaders. She has worked with the principles of Gestalt-in-Organisations for the past 10 years, and is a co-facilitator of the fundamentals programme in Asia Pacific.

Workshops in 2019

Introduction May 18 09:30 to 11:30 09-01	3 Day Workshop Sep 21, 22 & 23 09:00 to 17:00 02-02
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Lifelong Learning Institute,
11 Eunos Rd 8, Singapore 408601

Fees

Early bird	SGD 1,800
Normal Price	SGD 2,000

excludes participants' travel and accommodation
Those with limited budgets are invited to talk to us about options.

For more information and registration,
contact us at sharon@besonder.asia +65 9008 3982

