

Relational Organisational Gestalt (ROG)

Phase One Training

Who will benefit from this workshop and programme?

- Individuals working in an organisation who would like to learn the foundations of organisational change and development.
- Individuals with experience of organisational change and development who want to learn more about effective interventions and the gestalt aspect of organisational and personal change.
- Individuals who are gestalt-based counsellors or therapists and want to enter the field of coaching or organisational consulting.
- Individuals working/managing or leading in organisations/systems who want an increased understanding and appreciation of themselves/ their environment in order to be more resilient, effective and creative.

Admission

PLEASE NOTE: This training/approach requires participants to explore and heighten their awareness of their personal patterns, values and context; this is designed to be both stimulating and challenging. Not everyone is supported at all times to engage in this way and so a phone assessment with each participant will be required. In addition, some participants find the ongoing support of a supervisor, psychotherapist or coach helpful in enhancing learning/application and managing aspects of personal process that call for further exploration.

The Relational Organisational Gestalt (ROG) set of modular two-day workshops can lead to a Post-Graduate Relational Change Certificate or Diploma on completion of all of the following six modules.

1: Foundations MODULE: An Introduction to Relational Organisational Gestalt

Involvement in organisational change is hard at the best of times. As managers/leaders, OD/HR consultants/facilitators, coaches, employees or community organisers, we often struggle with how best to support ourselves and work effectively. With a Gestalt approach, our emphasis is on deepening awareness and appreciation of the dynamic and interrelated nature of everything. With this enhanced awareness Relational Gestalt offers a powerful philosophy and methodology for understanding, leading, implementing and sustaining organisational and individual change.

This workshop is the first of five modules leading to a Relational Organisational Gestalt Change Certificate/Diploma. This 2-day workshop will:

- Provide you with a practical introduction to the theory and practice of Relational Gestalt applied to organisations. We see ourselves as providing a strongly relational perspective recognizing the inter-relatedness of all elements of a system.
- Provide you with an introduction and experience of our Relational Organisational Gestalt models and frameworks for working with individuals, teams, communities and organisations in challenging times.
- Provide insight in to how to enhance your own presence and efficacy, whatever the role you play in change processes. There will be a combination of theory presentation, demonstration, live practice and case discussion.

2: SELF MODULE: Using Self as Instrument

At its core, the ROG model relies on an aware practitioner making use of his/her ability to sense into a given situation. This three day module will focus on developing self-awareness and learning how to make use of this data to inform interventions. This module will also explore emotional resilience and how best to self-support. This module will stretch your personal awareness of both intention and impact and focus on key facilitation approaches and tools.

This 2-day workshop will be a combination of theory presentation, demonstration, experiential inquiry and live skills practice with feedback from the tutors. Participants will learn how to:

- Flex and adapt their personal presence to a range of situations
- Use their embodied sense of situation and context to inform interventions
- Facilitate individuals, groups and teams towards a stronger sense of both personal intention and impact
- Monitor personal well-being and resilience to develop a more sustainable approach at work

3: OTHER MODULE: The Between of Dialogue

The workshop will explore the process of dialogue and how best to engage in challenging conversations, as well as look at how to work with emotionally intense issues. Coaching demonstrations as well as team work practice will provide opportunities to experience the ROG approach.

This 2-day workshop will be a combination of theory presentation, demonstration and live skills practice with feedback. Participants will learn how to:

- Foster and support better working alliances with their clients and establish better connections.
- Work dialogically to effect meaningful change.
- Notice patterns of relating in themselves and others as a way of deepening awareness and choice.
- Recognise resistance and how best to work with this from a gestalt perspective
- Extend their practice by experimenting and getting feedback on new and different interventions.

4: PROCESS MODULE: Application of Theory to Practice

The 'process day' is an important aspect of the learning and will focus on the application of the theory to practice in the group setting.

The "process module aims to support practitioners to work with unfolding process and emergence - rather than plans. Our experience is that this is sometimes a stretch for individuals but it is an aspect of practice and application that is emphasised and highlighted in the Relational Organisational Gestalt approach and is core to accrediting as a Gestalt Practitioner in Organisations.

5: SITUATION MODULE: Wider System and Field

In Gestalt we believe that we self-organise as a function of the situation, which means that behaviour cannot be understood outside of a context. This module will address change issues from a system/organisational perspective and provide participants with practical ways to engage with organisational change efforts.

This 2-day workshop will be a combination of theory presentation, demonstration and live skills practice with feedback. Participants will learn how to:

- Explore the application of Relational Organisational Gestalt beyond the one-to-one and dyad.
- Gain an understanding of Gestalt as a Relational Organisational Development (OD) approach and how it could apply to your work.

- Understand key principles of Field Theory, Systems Theory and Complexity as ways of working with organisations.
- Share ideas and gain feedback in a supportive environment

6: ADVANCED MODULE: Integrating the Whole

This final two day module is an advanced course that provides a learning space where you can experiment, extend and hone your relational skills and work on flexing your presence. Participants will learn how to attend to embodied resonance and work more with experimentation and creativity. As such this module will lean at times on modelling a spontaneous, co-emergent relational approach. Please note that an additional day will be added to the end of this module for those participants who wish to gain an ROG certificate /diploma.

Certificate and Diploma Requirements

The certificate in Relational Organisational Gestalt (ROG) will be awarded following

- Attendance at all modules
- Participation in the peer-learning community
- Completion and presentation of a work related Action Learning Project (ALP)

In order to be awarded the Diploma in relational organisational gestalt, delegates will complete the above plus submit a piece of written work of approximately 4,500 words on a given aspect of the application of Gestalt to an organisational setting.

For more information about this programme, please email mac@relationalchange.org or sdv@relationalchange.org