

Relational Organisational Gestalt An Emergent Approach To Organisational Development

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Relational Organisational Gestalt An Emergent Gestalt is a relational, dialogic, and emergent approach which means that it views individuals and organisations as embedded in their context, dependent on, and emerging from within a web of relationships and interactions. As such, Gestalt offers a transformative, integral and bespoke methodology for working with this complexity.

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Gestalt has at its heart the notion of use-of-self as instrument which allows practitioners to be responsive to emergent issues and situations. Relational Organisational Gestalt is at the leading-edge of Gestalt theory and application in organisational settings. ...more.

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Emergence: The Gestalt Approach to Change. by Herb Stevenson. Over the last forty years, members of the Gestalt Institute of Cleveland have been creating organization development theory from the fields of Gestalt Psychology and Gestalt therapy. Steeped in humanistic psychology, phenomenology and existentialism, holism, field theory, and systems theory, the Gestalt approach to OD has evolved ...

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Relational Organisational Gestalt an Emergent Approach to ...
In this interview, Marie-Anne Chidiac speaks about her new book Relational Organisational Gestalt: An Emergent Approach to Organisational Development. The book offers a transformative, emergent and relational approach for working with the complexity of today's organisations.

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9781782205234 - Relational Organisational Gestalt
Relational Organisational Gestalt (ROG) is a holistic and practical approach to facilitating organisational and individual change. It is informed by Gestalt psychotherapy, and the latest thinking in systems theory and complexity, as well as by other complementary theoretical concepts.

Relational Organisational Gestalt (ROG) Programme
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9780429840883 - Relational Organisational Gestalt
Relational Organisational Gestalt : an Emergent Approach to Organisational Development. [Marie-Anne Chidiac] -- This book provides a comprehensive view of the application of Relational Gestalt theory to Organisation Development and change interventions in organisations.

This book provides a comprehensive view of the application of Relational Gestalt theory to Organisation Development and change interventions in organisations. Uncertainty and frequent change are the hallmark of our times. In the field of Organisational Development and Change, fixed methodologies no longer adequately address the uncertainty and uniqueness of today's more complex change situations and more adaptive approaches to change are needed. Gestalt is a relational, dialogic, and emergent approach which means that it views individuals and organisations as embedded in their context, dependent on, and emerging from within a web of relationships and interactions. As such, Gestalt offers a transformative, integral and bespoke methodology for working with this complexity. This approach supports practitioners to attend to their presence, seek out the most pressing issues and mobilise for sustainable change. Gestalt has at its heart the notion of use-of-self as instrument which allows practitioners to be responsive to emergent issues and situations. Relational Organisational Gestalt is at the leading-edge of Gestalt theory and application in organisational settings.

Gestalt therapy offers a present-focused, relational approach, central to which is the fundamental belief that the client knows the best way of adjusting to their situation. This new edition of Gestalt Therapy: 100 Key Points and Techniques provides a concise, accessible guide to this flexible and far-reaching approach. Substantially updated throughout, topics discussed include: the theoretical assumptions underpinning gestalt therapy gestalt assessment and process diagnosis field theory, phenomenology and dialogue ethics and values evaluation and research. As such this book will be essential reading for gestalt trainees, as well as all counsellors and psychotherapists wanting to learn more about the gestalt approach.

Are you currently helping organisations to navigate digital transformation and disruption? Are you leading your organisation towards a digital future, in an intensely competitive, uncertain market? Strive is a book written by an experienced business psychologist with over twenty years of experience, primarily for consultants, coaches, trainers and human resource management professionals. The book will also resonate with leaders in business who appreciate rigour, academic grounding and authenticity over hype. Dr Kiran Chitta reviews much of the existing literature on organisational and leadership agility. In addition he shares a profoundly personal perspective, anchored in his life and work. His case material is reflective and authentic. It will resonate with those who are looking for inspiration, honesty and actionable principles derived from real work. The book provides a compelling and usable model for agility which is explored in depth. Covering the most recent academic literature, the book points the way to the agile future of work in a digital era.

This textbook provides an overview of child and adolescent mental health. The text covers all core aspects on the subject, from the importance of knowing why mental health in children is important, to how to assess, formulate and treat a variety of presentations seen in children and young people. Beginning with an overview of conditions and the background to emotional and behavioural problems, the book examines the different models and tools used to assess and treat children and young people and provides an outline of the practitioners working to help this population. Chapters consider the many diverse identities and groups within the population, addressing specific problems encountered in children, young people and their families from different cultural backgrounds. This revised edition addresses issues of current public debate such as gender identity and the role of social media in children's and young people 's development and behaviour. Featuring authors from a variety of clinical and research backgrounds, this fully revised third edition is an important resource for all professionals working with children, young people and their families, including student and practitioner psychiatrists, clinical psychologists, mental health nurses and social care specialists.

This book focuses on human behavioural processes and describes them from an interdisciplinary perspective. It introduces readers to the main theories and approaches in the field of organisational development and change (ODC), and discusses their relevance and purpose with a clear focus on improving how readers perceive and handle change. The book is tailor-made for business students without any background in the humanities, helping them to conceptualise organisational development and change, and to practically organise interventions to increase organisational effectiveness. The book 's goal is to help future managers and consultants recognise and handle the ' full situation ' , which includes purposes, people and relationships. Furthermore, it elaborates on those theories and instruments that can deliver real benefits to real people working in real fuzzy and complex circumstances, and includes several practical cases focusing on the role of the interventionist.

Perceptual organization comprises a wide range of processes such as perceptual grouping, figure-ground organization, filling-in, completion, perceptual switching, etc. Such processes are most notable in the context of shape perception but they also play a role in texture perception, lightness perception, color perception, motion perception, depth perception, etc. Perceptual organization deals with a variety of perceptual phenomena of central interest, studied from many different perspectives, including psychophysics, experimental psychology, neuropsychology, neuroimaging, neurophysiology, and computational modeling. Given its central importance in phenomenal experience, perceptual organization has also figured prominently in classic Gestalt writings on the topic, touching upon deep philosophical issues regarding mind-brain relationships and consciousness. In addition, it attracts a great deal of interest from people working in applied areas like visual art, design, architecture, music, and so forth. The Oxford Handbook of Perceptual Organization provides a broad and extensive review of the current literature, written in an accessible form for scholars and students. With chapter written by leading researchers in the field, this is the state-of-the-art reference work on this topic, and will be so for many years to come.

The ground-breaking book which attempts to bridge the gap between the psychoanalytic and cognitive psychological theories of child development.

Designed specifically for the needs of trainees and newly-qualified therapists, Relational Integrative Psychotherapy outlines a form of therapy that prioritizes the client and allows for diverse techniques to be integrated within a strong therapeutic relationship. Provides an evidence-based introduction to the processes and theory of relational integrative psychotherapy in practice Presents innovative ideas that draw from a variety of traditions, including cognitive, existential-phenomenological, gestalt, psychoanalytic, systems theory, and transactional analysis Includes case studies, footnotes, ' theory into practice ' boxes, and discussion of competing and complementary theoretical frameworks Written by an internationally acclaimed speaker and author who is also an active practitioner of relational integrative psychotherapy

The 'relational turn' is a movement affecting a range of disciplines including neuroscience, psychoanalysis, psychotherapy, organisational consulting and, more recently, coaching. Its primary focus is on the centrality of human relating in determining how individuals develop, make meaning and function individually and collectively. In The Theory and Practice of Relational Coaching: Complexity, Paradox and Integration, Simon Cavicchia and Maria Gilbert expand existing coaching theory and practice to focus on the implications of the relational turn for how coaches and clients think about the nature of identity, the self, change, learning, and individual and organisational development. Drawing on perspectives as varied as relational neuroscience, the relational foundations of personality development, psychoanalysis, psychotherapy, shame, vulnerability, complexity and systems ideas, the authors shed light on many of the paradoxes and challenges facing coaches and their clients in today 's fast-paced, volatile and uncertain organisational environments. These include holding tensions such as the uniqueness of individual needs with the requirements of organisational contexts, managing multiple stakeholder expectations and networks and balancing linear approaches to change with adjusting to emerging and unpredictable events. Given the ever-increasing volatility, complexity and uncertainty that coaches and their clients face, The Theory and Practice of Relational Coaching guides the reader through a series of illuminating perspectives, examples and practical suggestions. These will enable coaches to integrate a more relational orientation in their work and extend their range and that of their clients for responding creatively to the challenges of modern organisational life. The book will appeal to coaches and coaching psychologists in practice and training, as well as counsellors and psychotherapists retraining as coaches.

In this classic text, pioneering organizational consultant Edwin C. Nevis presents an approach to organizational consulting which is grounded in Gestalt theory. Nevis brings his well-known insight, conceptual clarity and decades of experience to bear on the entire spectrum of concerns facing organizational consultants in a wide variety of settings. Beginning with the development of the Gestalt approach and the "Cycle of Experience" model, Nevis traces the implications of Gestalt theory for such areas as organizational assessment, modes of influence in organizations, dealing with resistance, developing relationships, working at the boundary and the matter of the consultant's presence. The conceptual framework provided in this groundbreaking work gives organizational consultants a powerful tool for understanding and influencing the behavior of organizations, and at the same time invites them to actively partake in the ongoing development of their unique individual styles.