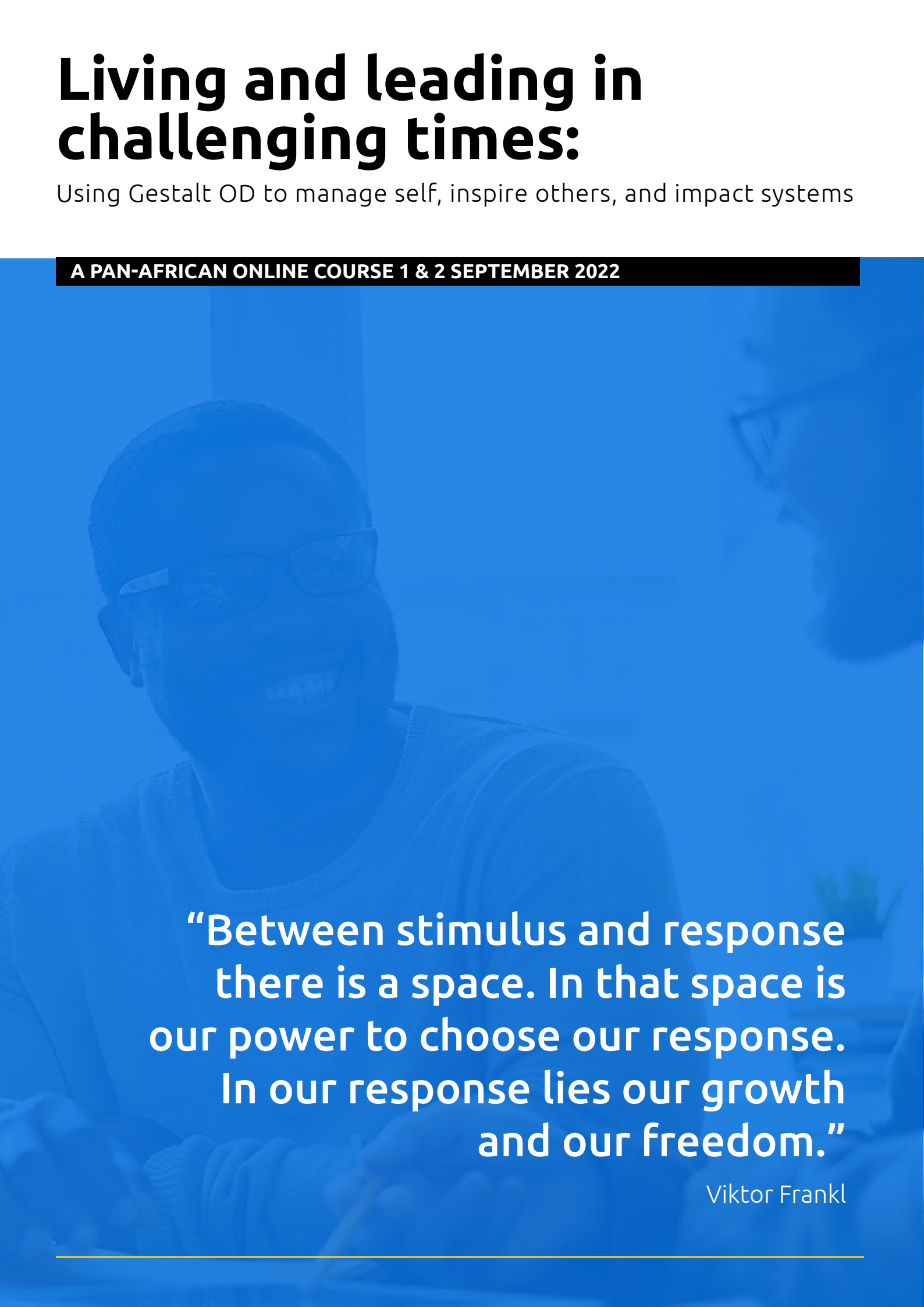


# Living and leading in challenging times:

Using Gestalt OD to manage self, inspire others, and impact systems

A PAN-AFRICAN ONLINE COURSE 1 & 2 SEPTEMBER 2022



**“Between stimulus and response  
there is a space. In that space is  
our power to choose our response.  
In our response lies our growth  
and our freedom.”**

Viktor Frankl

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**Are you challenged by the uncertainty of our current times?**

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**Do you find yourself seeking new tools to respond to the changes brought about by the pandemic?**

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**Do you want to expand your personal presence and improve your ability to understand, engage with, and influence others, including on-line?**

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**Do you want more effective approaches for living, learning and leading?**

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Baobab Consulting & Training, Nkum Associates and Distillery are pleased to offer a series of courses to support leaders to experience self and others as resourceful, energised, and able to exercise agency to take appropriate action for positive impact in the world.

This introductory course provides the foundation for a series of modular virtual courses that will be run during 2021 and 2022.

## **WHO SHOULD ATTEND?**

This course is appropriate for anybody who works in or with organisations. It is designed to support leaders, managers, HR practitioners, facilitators, consultants, coaches, mentors and organisation development practitioners who wish to gain insight into themselves, and develop their ability to impact teams, organisations and clients.

## **WHAT YOU WILL GET OUT OF THE COURSE?**

Our approach to learning and leadership development is experiential, caters to different learning styles and works with the dynamics of the group. During the course, you can expect to receive feedback and learn from your peers in a supportive, energising and fun way. The course will be run virtually using a blend of platforms and approaches.

## **YOU WILL WALK AWAY FROM THIS COURSE WITH...**

- A frame for understanding yourself and others, and group dynamics, that is based in sound psychological research and practice, and is practical and applicable to your work situation
- An understanding of the cornerstone theory and practice of Gestalt as applied to work and organisations: observing the phenomena of human experience, and intervening or supporting effectively.
- An ability to share your experience and awareness in a non-interpretive, non-judgemental way, thereby positively supporting others to learn and grow.
- Practical techniques of how to mobilize the energy of your colleagues, teams and clients, the key to effectively motivating others.
- An experience of using yourself, that translates into more impactful leadership, through improved personal presence, and the ability to influence those with whom you work.
- Personal insights and understanding that will energise you to venture into professional effectiveness and personal fulfilment.

## BACKGROUND TO GESTALT

The Gestalt approach to working with (in) groups and organizations evolved out of psychological research into perception and its applications, Gestalt therapy and organisation development. The therapeutic model was originally developed as an alternative to Freudian psychoanalysis, by Fritz Perls in Germany, South Africa and the United States (1930s to 1970s). Gestalt therapy has gained a significant international reputation, and has been further developed and applied to couples, families, teams, organizations, large business systems, social services and economic development. It is used extensively in group work and in coaching. Gestalt perception

research influenced the work of Kurt Lewin, the founder of modern organisation development and first to formulate a comprehensive theory of leadership. Gestalt practice is based on awareness, of self and of the other and the context. The ability to see/ diagnose what is going on with others and to use the data collected to support others to develop heightened awareness, is a distinguishing quality that makes superb leaders, managers, and consultants. A Gestalt practitioner uses the self as a primary instrument: the basis of observation, data collection, and to design and implement interventions.

## FACULTY

**Chantelle Wyley**, a Director of Baobab Consulting & Training, is a South African facilitator and coach with a background in community capacity building, training and consulting in socio-economic development. Her major focus is leadership development (training, facilitating, coaching) using Gestalt and Emotional Intelligence. She began her journey with Gestalt in 1995 and has trained with the Gestalt Institute of Cleveland, Ohio, and the Gestalt International Study Centre, Cape Cod. She is on the faculty of the International Gestalt Organization and Leadership Development Program (iGOLD) offered by the iGOLD Center (see [www.gestaltod.org](http://www.gestaltod.org)), and has taught coaching skills on the coaching programs of three South African business schools. She has been instrumental in (re)introducing Gestalt training in South Africa. She is also an associate of the Teleos Leadership Institute (Philadelphia, USA).

**Rev. John Nkum**, is an Organisation and Leadership Development expert, and a Development Planning and Management consultant. He has worked as an international consultant, trainer and process facilitator in Africa and Europe for more than 30 years, for clients including GIZ, DFID, World Bank, UNICEF, SNV and IBM. He was a faculty member of the Gestalt Institute of Cleveland IOSD programme, and is currently a Partner of the iGOLD Centre GestaltOD Partners registered in USA, that offers the International Organisation and Leadership Development (iGOLD) programme. He has been an executive coach to leaders in the public sector, corporate and non-profit sectors in Ghana, Nigeria, South Africa, Lesotho, Botswana, UK, Hungary, Ukraine, ECOWAS and AU Commission. John's professional experience covers diverse fields including peace and security, governance, agriculture and natural resource management, diversity, equity & inclusion, public financial management, organisation development and change management, project cycle management, monitoring, evaluation and learning, and behaviour change communication.

**Michael Henderson** is a Director of Distillery Consulting. He spent the first 10 years of his career in the private sector, working in the UK and Southeast Asia before returning to South Africa to pursue an interest in psychology. He decided not to complete his clinical training, but human behaviour – and the forces that guide and shape it – remains his principal interest. He worked on organisational development projects in the private sector before joining National Treasury, where he worked for 8 years before leaving to establish Distillery. He is a certified coach and has completed a number of Gestalt related courses, including the prestigious International Gestalt Organization and Leadership Development Program (iGOLD).

**Jeremy Timm**, a Director of Distillery Consulting, is fascinated by the human condition and the multifaceted ways in which humans engage with each other. He trained as a city and regional planner, cut his teeth in local government, and has spent much of his career exploring that factors that get in the way of great plans being implemented.

He loves looking at issues from different attitudes and altitudes. He's worked for, and consulted to, all three spheres of the South African public service. He serves on the faculty of the International Gestalt Organization and Leadership Development Program (iGOLD) and the faculty of GIBS's Facilitation for High Performing Teams where he teaches a module on "Facilitation in Complex Systems".

**Ato Kwamina Nkum** is an Organization Development Consultant with several years' experience in facilitating organizational change towards increased effectiveness using systems thinking and other organization development methodologies. He has co-facilitated OD interventions, multi-stakeholder dialogue, strategic planning, implementation design and training workshops for clients in Ghana and internationally for the public, private and non- government organizations. He holds a practitioner certificate from the internationally recognized International Gestalt Organisation and Leadership International Gestalt Organization and Leadership Development Program (iGOLD).



## WHAT PAST PARTICIPANTS HAVE SAID

"The process of Gestalt will have great application for me in my work, on the one hand, and for my personal awareness on the other"

"Far more impactful than being at a conference - I'm so surprised to say that. I'd do longer sessions in person but a 2 day course is perfect online."

"What struck me the most was getting in touch with the experiential, getting in touch with my body, my feelings, and learning to observe those in others"

"Each topic added to the puzzle"

"The case consultation taught me how I can be supportive of others, rather than trying to rescue them or jumping into action"

"Really, really good; amazing balancing of energy, time management and spectacular tech. The intensity is impossible to avoid"

"The most impactful learning was acknowledging my self awareness and being able to interpret it in a way that is satisfying and challenging. I had time to reflect on my habitual behaviours and responses to situations."

## COURSE DETAILS

**DATE:** The introductory course will be held on Zoom on 1 & 2 September 2022

**COST:** R4750 per person (excluding VAT).

**REGISTRATION:** [https://www.surveymonkey.com/r/DSTLRY\\_CourseReg](https://www.surveymonkey.com/r/DSTLRY_CourseReg)

Registration is open until 18 August 2022

Places are limited to a maximum of 20 participants

**QUERIES:** [info@dstlry.com](mailto:info@dstlry.com)



**NKUM ASSOCIATES**  
INFLUENCING CHANGE THROUGH LEARNING

