

GESTALT OD MASTERCLASS SERIES:

Working with Resistance

ONLINE COURSE 5 MAY 2022



Resistance is Fertile

“They keep saying that the ways they have always done it works well for them”

In today's world of relentless change and uncertainty, a frequent topic of coaching sessions and organizational life is resistance to change. Baobab Consulting & Training and Distillery are pleased to offer Working with Resistance, the first in a series of masterclasses using Gestalt in Organisations. This Resistance Masterclass is offered to those who have completed the introductory course (Living and Leading in Challenging Times: Using Gestalt OD to manage self, inspire others and impact systems), or other Gestalt OD courses.

This masterclass will use approaches from Gestalt psychology, therapy and GestaltOD to work with resistance from the perspective of a leader or intervener (consultant, coach, trusted advisor). It will explore the psychology of resistance, associated behaviours, and provide insights on how to effectively respond to resistance in individuals and teams.

The Gestalt approach to working with resistance is distinctive:

- It sees resistance as part of change, not separate from it.
- It applies a law of organisational physics: when a force for change manifests, an equal and opposite force for sameness will manifest.
- It notes that resistance represents forces for sameness when forces for change appear in a human system.
- It illustrates that resistance is indicative of multiple realities at play in a system.



WHO SHOULD ATTEND?

This masterclass is appropriate for anybody who works in or with organisations (leaders, managers, HR practitioners, facilitators, consultants, coaches, mentors and organisation development practitioners). The prerequisite is that you are familiar with Gestalt OD language, concepts, principles and have experimented with Gestalt's paradoxical approach to change.

WHAT WILL YOU GET OUT OF THE COURSE?

- A succinct refresher on key Gestalt OD concepts (organism/environment, Cycle of Experience, paradoxical theory of change).
- Knowledge and understanding of the features of Gestalt-defined resistances (e.g. projection, deflection, introjection,...) as ways of responding to your context and environment.
- Practice in identifying these resistances and delivering interventions (coaching or consulting) that raise awareness for change.
- To see resistance as a rich source of data on organisational/group/team dynamics.
- An eye opening experience of being energized rather than disabled when working with resistance!

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 masterclass will be run virtually using a blend of platforms and approaches.

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 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.



TRAINERS



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), 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).



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".

WHAT PAST PARTICIPANTS HAVE SAID

"The Gestalt approach has impacted me in more ways than I can articulate in words. Above all, I have come to the realization that I bring myself to any and all situations. I am the "tool" and the "presence" that can cause change in any system; from the most basic, one-on-one relations, to family, groups, and the most culturally, professionally and politically diverse and complex, like the UN". Metsi Makhetha, Programme Advisor, Strategy and Regional Initiatives, United Nations Development Programme

"For me the Gestalt Framework has tremendous credibility from its practitioners building on a century of research and experience. Its core concepts are simple without being simplistic, and in my experience they make a real impact on those I work with. I feel it is also second to none with regard to its technology for thinking about and working with human systems." James Reader, Clinical and Organizational Psychologist, Co-Director of Centre for Advanced Management Development, KwaZulu-Natal

"Thank you once more for equipping us with a very rewarding tool. I find that the information you shared has entered my subconscious without effort and I find myself applying the Gestalt Cycle of Experience before I am even consciously aware that I am doing it. It is an experience that will always stay with me." Faltoema Murray, lecturer, University of the Western Cape

COURSE DETAILS

DATE: 5 May 2022

TIME: 08h30 to 16h30

COST: R2500 (excluding VAT) Places are limited to a maximum of 25 participants.

FORMAT: Online

REGISTRATION: https://www.surveymonkey.com/r/DSTLRY_CourseReg .

QUERIES: info@dstlry.com