



*gestalt*  
Center

Gestalt Center for Organization  
& Systems Development

OSD

OSD WEEKEND  
TRAINING PROGRAM

GESTALT INSTITUTE OF CLEVELAND ORGANIZATION & SYSTEMS  
DEVELOPMENT INTEGRATIVE STUDIES CENTER (GICOSDISC)

## WEEKEND FORMAT: 1-YEAR—9 WEEKEND MODULES

### CO-CHAIRS

John D. Carter, PhD                      Monika K. Moss, MFA

Faculty: John D. Carter, PhD; Veronica Hopper Carter, PhD; Monika K. Moss, MFA; Mauricio Puerta, LIC; Isabel Wong, MS, and other OSD Center Faculty

### OVERVIEW

The Gestalt Center for Organization & Systems Development Training Program was the first training program in the world to integrate Gestalt theory, systems theory, and organization development theories into a coherent curriculum in the field of organizational change consulting. Our perspective provides individuals with the theory, concepts, methodology, skills, and techniques for effectively intervening at the individual, two-person, group, and organizational and larger levels of systems. It offers a unique Gestalt OSD framework for designing interventions, managing change, and developing professionals in the systems within which we live and work. Current training programs conducted by the Center reflect an over 30-year evolution of concept application, teaching strategies, hands-on skill enhancement, and opportunities for both personal and professional growth. Our aspiration is that through increased awareness, knowledge, and skill, individuals can walk into a room containing any number of people anywhere in the world and make a difference with their presence.

### OSD WEEKEND PROGRAM OVERVIEW

This new program format provides an opportunity for individuals interested in the Gestalt Center's world-class OSD training to undertake the experience in a weekend format, requiring minimum time away from work. The program includes 9 weekends, scheduled once a month and usually spanning two calendar years. Each weekend will include a Friday evening session, a full day on Saturday, and a Sunday morning session. One of the weekends will run from Thursday through Sunday.

The program provides individuals with the theory, concept, methodology, skills, and techniques for effectively intervening at the individual, two-person, group, and organizational levels of system. It offers individuals an opportunity to learn how to use the Gestalt perspective to develop themselves professionally, design interventions, and lead and manage change in the systems within which they live and work.

Gestalt OSD Center faculty bring a wealth of experience from their work in government, business, education, and human service organizations at various levels of system. They have used Gestalt theory, concepts, and methodology in their roles as leaders, managers, administrators, consultants, and trainers throughout the world.

## TRAINING PROGRAM OBJECTIVES

1. Address the learning needs of individuals and organizations
2. Learn skills to lead, manage, and consult to change efforts
3. Influence people and processes
4. Increase skill and capability to achieve desired outcomes

Teaching methods are varied and include lectures, readings, demonstrations, fieldwork assignments, small group practice, and step-by-step skill-building experiences. Feedback on a consistent basis is a critical part of the hands-on and experimental nature of these programs. Faculty ratio averages 1 faculty member for every 4 to 6 participants.

## WHO SHOULD ATTEND

The program is designed for individuals with a master's or doctoral degree who have demonstrated competence in their field, and who have a commitment to developing effective organizations, work teams, communities, and governing bodies, and/or to large-scale organizational transformation. The program will enhance individuals' ability to influence people and systems through increased competence and effectiveness in designing, implementing, and following through on interventions to achieve desired outcomes.

## SKILL ENHANCEMENT

- Discriminate among observations, interpretations, and judgments
- Develop greater awareness of one's own internal and external experience
- Recognize resistance in the client and systems and adopt a respectful attitude in working through it
- Observe and attend to processes at the intrapersonal, interpersonal, group, and organizational levels
- Identify conflicts and choices related to interventions required at each level of system

## FOUR-FOLD FOCUS

The program has at its heart a four-fold focus:

1. The Gestalt OSD framework
2. Designing interventions
3. Developing individuals, groups, and organizations
4. Developing systems

## ADMISSION PROCESS

Admittance to the training programs generally requires attending a prerequisite Introduction to Gestalt workshop. Admission to the program involves both written application and an in-person interview. Early application is encouraged.

### *FEES excluding travel, lodging, or meals*

Application (nonrefundable) . . . . .	\$500
Tuition . . . . .	\$7,650

The nonrefundable application fee must accompany the applicant's completed application form. 75% of the tuition fee is due upon acceptance into the program. Full payment of the tuition is due by the program's start date. All fees are subject to yearly review. Limited scholarships are available. Requests for special payment arrangements may be addressed to the OSD Center President in conjunction with the GIC OSD ISC Payments Officer. Refunds are not given for early withdrawal from the training program due to the nature of its design and operation. A penalty fee may be assessed for a participant's withdrawal following his or her acknowledgement of acceptance into the program.

## PROGRAM SCHEDULE

*Unless otherwise noted, sessions begin on Fridays at 6:30pm and end on Sundays at 1:00pm*

June 3- 5, 2011

July 22-24, 2011

September 16-18, 2011

October 21-23, 2011

November 17-20, 2011 begins Thursday at 6:30pm

December 16-18, 2011

January 13-15, 2012

February 10-12, 2012 begins Friday at 1:00pm

March 16-18, 2012

## CONTINUING EDUCATION UNITS

The Gestalt Center for Organization & Systems Development does not offer CEUs at this time.

# Application for OSD Training Programs

## Gestalt Center for Organization & Systems Development

Program for which you are applying:

- 3 Year – Nine Module Format OSD Program
- 1 Year – Nine Module Weekend Format OSD Program
- 1 Year – Five Module Becoming a Better Intervener Intensive
- 1 Year – Five Module International OSD Program
- 1 Year – Four Module International Gestalt Coaching Program
- 1 Year – Two Module Group Intensive (Advanced Training)

Most 1-year programs extend across 2 calendar years

*Please complete both sides of application and use black ink*

FOR OFFICE USE ONLY

\$500.00 fee \_\_\_\_\_

application \_\_\_\_\_

accepted \_\_\_\_\_

introduction \_\_\_\_\_ or

interpersonal \_\_\_\_\_

interaction \_\_\_\_\_

Name \_\_\_\_\_ Credential \_\_\_\_\_ Age \_\_\_\_\_

Home Address \_\_\_\_\_  Male  Female

City \_\_\_\_\_ State \_\_\_\_\_ Postal Code \_\_\_\_\_ Country \_\_\_\_\_

Home Telephone \_\_\_\_\_ Cell Telephone \_\_\_\_\_ Work Telephone \_\_\_\_\_

Fax \_\_\_\_\_ E-mail \_\_\_\_\_

Education:

Year	Institution	Degree	Major Field of Study
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\_\_\_\_\_

Were you referred to this training program, and if so, by whom? \_\_\_\_\_

Previous postgraduate or special training experiences: (Gestalt, other)

Year	Length of Time	Name of Program	Leader(s)
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\_\_\_\_\_

Work Experience \_\_\_\_\_

Present Position \_\_\_\_\_

Organization \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Postal Code \_\_\_\_\_ Country \_\_\_\_\_

Responsibilities \_\_\_\_\_

\_\_\_\_\_

Other Positions Held	Name of Organization	Date of Employment
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\_\_\_\_\_

\_\_\_\_\_

Are you licensed if that is applicable to your occupation? Please designate: \_\_\_\_\_

Occupational Category (please check)

- |                                     |  |   |  |                                     |
|-------------------------------------|--|---|--|-------------------------------------|
| <input type="checkbox"/> Counseling | <input type="checkbox"/> Education                 | <input type="checkbox"/> Law                      | <input type="checkbox"/> Management/Administration | <input type="checkbox"/> Medicine   |
| <input type="checkbox"/> Nursing    | <input type="checkbox"/> Organizational Consulting | <input type="checkbox"/> Other Health Professions | <input type="checkbox"/> Psychiatry                | <input type="checkbox"/> Psychology |
| <input type="checkbox"/> Religion   | <input type="checkbox"/> Social Work               | <input type="checkbox"/> Other (specify)          |  |                                     |

If you have completed previous training in any other Gestalt-oriented program, in what program were you last enrolled?

Name \_\_\_\_\_ Year \_\_\_\_\_

List two faculty members who know you best. \_\_\_\_\_

If you are physically challenged, please indicate your special needs. \_\_\_\_\_

*Please complete other side*

Please state why you have chosen this program and how it fits your needs (if necessary, continue on another sheet):

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What do you feel are the highlights of your experience and accomplishments? \_\_\_\_\_

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What are your plans for the future? \_\_\_\_\_

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Have you had any personal therapy? (Please give dates, with whom, what got you started, and significant outcomes.)

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**The appropriate reference forms will be sent to you after your application is received.**

A \$500.00 application fee (nonrefundable) must be paid. All fees must be paid in U.S. dollars and drawn on a U.S. Bank.

I have enclosed a \$500.00 check or money order payable to Gestalt Institute of Cleveland Organization & Systems Development Integrative Studies Center (GIC OSD ISC).

I have paid the \$500.00 application fee online through PayPal.

Charge \$500.00 to MasterCard, Visa, Discover, or AMEX (circle one) Security Code \_\_\_\_\_ Expiration Date \_\_\_\_\_ / 20 \_\_\_\_\_

Account # \_\_\_\_\_ Name on Card \_\_\_\_\_

Signature required for credit card purchases \_\_\_\_\_

Please mail application, fee (if enclosing), and recent photo to:  
Registrar, GIC OSD ISC, P.O. Box 1569, Mentor, OH 44061

Tel: (001) 440/205-8606 Fax: (001) 440/205-8606 E-mail: osdregistrar@gestaltosd.org www.gestaltosd.org

## **OSD TRAINING PROGRAMS**

- Organization & Systems Development  
**3-year—9-module format**
- Organization & Systems Development: Weekend Format  
**1-year—9-module weekend format**
- OSD International: A Gestalt Approach to Organization & Systems Development (Co-sponsor: Gestalt International Study Center)  
**1-year—5-module format**
- Becoming a Better Intervener: Organization & Systems Development Intensive  
**1-year—5-module format**
- International Gestalt Coaching  
**1-year—4-module format**
- Group Intensive (Advanced Training)  
**1-year—2-module format**

\* Most 1-year programs extend across 2 calendar years.

## **OFF-SITE RESIDENTIAL REQUIREMENT**

Some programs other than the OSD International Program may require one or more residential sessions that are held in a U.S. city other than Cleveland or in another country. All travel, lodging, and meal expenses for these off-site sessions are paid by the participant.



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