

# *Becoming a Better Intervener*

## **AN ORGANIZATION & SYSTEMS DEVELOPMENT PROGRAM INTENSIVE**

### **One-Year Training Program 2011**

*Unless otherwise noted, sessions begin on Sundays at 2pm and end on Fridays at 2pm*

**April 3–8, 2011**

**May 27–June 3, 2011 begins Friday at 2pm**

**July 24–29, 2011**

**September 18–23, 2011**

**October 23–28, 2011**

#### **OVERVIEW:**

This dynamic program is for people who are involved in organizational change and large scale organizational transformation. The training program provides an introduction and exposure to the body of knowledge developed in the Gestalt Organization & Systems Development Center programs. In five intensive sessions, participants will explore our overall model and theory base as applied to individual, group, and organizational levels of system.

The program's emphasis on change methodology and complex system transformation is a powerful awareness-raising, skill-building, and integrative opportunity. Participants will increase their awareness, knowledge, and skills to become more effective interveners in organizations.

#### **FACULTY:**

*Chairperson:* John D. Carter

*Teaching faculty will be drawn from:*

Marcella Benson–Quaziena, John D. Carter, Veronica Hopper Carter, Duncan Coombe, Monica K. Moss, Mauricio Puerta, Michael Rynex, Isabel Wong, and other Gestalt OSD Center faculty.

The faculty has extensive experience in many areas of business, education, government, and human service organizations. They use Gestalt theory, concepts and methodology in their roles as consultants and administrators. They have taught, trained, and consulted in Africa, Asia, Europe, and North and South America.

**DEVELOP**

**Awareness**

**Skills**

**Effectiveness**

*in designing and implementing  
interventions in a variety of social systems*

## History

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The Gestalt Cleveland Organization & Systems Development (Gestalt OSD) Program was the first training program in the world to integrate Gestalt theory, systems theory, and organization development theory. The Organization and Systems Development perspective provides individuals and organizations with theory, concepts, methodology, tools, and techniques for intervening at the individual, two-person, group, and organizational levels of system. It offers a unique Gestalt framework for developing professionals, designing interventions, and managing change in the systems in which we live and work.

## Competencies Developed

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### *Increased effectiveness and skill in:*

- +Examining and changing one's world view and way of making meaning
- +Increasing one's ability to intervene effectively
- +Enhancing skills needed to implement and support others implementing required changes
- +Discriminating between observations, interpretations, judgments, descriptions, and evaluations
- +Developing designs for interventions which take into account consequences for individuals, groups, and the organization
- +Identifying, supporting, and facilitating clear, meaningful interactions among members of one's client systems, between one's client systems and their clients, and between oneself and the client system
- +Understanding, tracking, and intervening in or upon individual and organizational interactions across different levels of system
- +Cultivating one's openness to change and development as both a person and a change resource, including the ability to use "failures" and negative feedback constructively
- +Facilitating one's ability to apply what has been learned in one's own situations back home

## Design Components

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### *Combination of resources, activities, projects and experiences that:*

- +Build upon each other
- +Involve major "on-the-job" projects
  - +learning about change leadership
  - +application of theory, concepts and methodology
- +Provide appropriate support for learning
- +Develop expert coaching and consulting
- +Create opportunities for feedback and enhancement of skills

## Who Should Attend

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### *Individuals:*

- +Attempting to provide support for organizational change efforts
  - +Having identified a need to increase knowledge and improve change leadership skills
  - +Supporting organizations to change patterns of assumptions
  - +Needing knowledge to accelerate the process of change
  - +Desiring to create conditions for success
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## Goals

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### *Increase effectiveness and ability to:*

- +Use data
- +Selectively share observations
- +Identify, support and mobilize energy
- +Facilitate and support creation of change processes
- +Heighten or diffuse conflict as is appropriate
- +Develop appropriate interventions
- +Cultivate openness to change
- +Attend to broad social issues

## Objectives

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- +Address learning needs of individuals and organizations
- +Learn skills to lead, manage and consult to change efforts
- +Enhance ability to influence people and processes
- +Increase capability to achieve desired outcomes

## Expected Outcomes

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- +Enhanced ability to get things done
- +Increased potential for implementing desired changes
- +New linkages and networks for increasing effectiveness

## Admission Process

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**Requirement:** Participation in an Introductory Gestalt Workshop or Interpersonal Interaction Workshop during or prior to the program.

Admission to the program involves both a written application and an interview.  
Early application is encouraged.

## Fees excluding travel, lodging, or meals

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*We reserve the right to change faculty, program dates and fees.*

Application fee (nonrefundable) . . . . . \$500

Tuition . . . . . \$12,800

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 or available scholarships 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 program due to the nature of its design and operation.

*Contact:*



Tel: 440/205-8606 • Fax: 440/205-8606

# Application for OSD Training Programs Gestalt Center for Organization & Systems Development

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

Program for which you are applying:

**X** **Becoming a Better Intervener Intensive - Five Module**

FOR OFFICE USE ONLY

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

accepted \_\_\_\_\_

introduction *or* interpersonal interaction \_\_\_\_\_

Name \_\_\_\_\_

Gender: Male \_\_\_\_\_ Female \_\_\_\_\_ Age \_\_\_\_\_ Nationality \_\_\_\_\_

Address \_\_\_\_\_

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

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

Cell Phone \_\_\_\_\_ Fax \_\_\_\_\_

Email \_\_\_\_\_

Were you referred to this program? If so, by whom? \_\_\_\_\_

## EDUCATION

Year	Institution	Degree	Major Field of Study
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*Previous post-graduate or special training experiences (Gestalt or other):*

Year	Length of time	Name of Program	Leader(s)
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## WORK EXPERIENCE

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

Organization \_\_\_\_\_

Street Address \_\_\_\_\_

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

Responsibilities \_\_\_\_\_

Other positions held	Organization	Dates of Employment
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_____	_____	_____
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**PROFESSIONAL STANDING**

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

Occupational Category (check all that apply):

- Counseling       Education       Law       Management/Administration       Medicine
- Nursing       Organizational Consulting       Other Health Professions       Psychiatry       Psychology
- Religion       Social Work       Other (specify): \_\_\_\_\_

If you have completed previous Gestalt training, in what program were you last enrolled? \_\_\_\_\_

List two GIC/OSD faculty members who know you best: \_\_\_\_\_

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

Type of continuing education sought: \_\_\_\_\_

**ABOUT YOU** (if necessary, continue writing on a separate sheet of paper, appropriately titled and attached to the application.)

Why have you chosen this program, and how does it fit your needs?

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What do you feel are the highlights of your experiences and accomplishments?

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What are your plans for the future?

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Have you had personal therapy? If so, please give dates, with whom, what got you started, and significant outcomes.

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

- I have enclosed a \$500 check or money order payable to **GIC OSD ISC**       I paid at [www.gestaltosd.org](http://www.gestaltosd.org)
- Charge \$500.00 to my MasterCard, Visa, Discover, or AMEX Security Code \_\_\_\_\_ Expiration Date \_\_\_\_/20\_\_\_\_

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

**Mail application form to:**      **GIC OSD ISC**      **or**      **e-mail: registrar@gestaltosd.org**  
**with recent photo**      **P.O. Box 1569**      **Fax to: (001) 440.205.8606**  
**Mentor, OH 44061**      **Phone: (001) 440.205.8606**