



Organization & Systems Development International Program

**2009-2010
Ninth Program**



Co-Sponsored by the
Gestalt International Study Center

www.gestaltosd.org

**Gestalt Institute of Cleveland Organization &
Systems Development Integrative Studies Center (GICOSDISC)**

The Program

The OSD International Program offers professionals effective alternatives for influencing the systems in which they work. The experiential nature of the program design enables participants to practice new skills in observing, reporting, and intervening in organizational settings. It is an intensive, international-based training which draws heavily from the Gestalt Center for Organization and Systems Development Program. The Cleveland OSD program was the first to apply Gestalt principles to the field of organizational consulting, and has maintained a reputation for exceptional professional development for over thirty years. The program has four major foci:

- The Gestalt OSD Framework
- Developing Systems
- Developing Professionals
- Designing Interventions

Who Should Attend

Applicants to the International Program should have experience in the development of business organizations, work teams, communities, governments and/or political entities. The particular professional role of the applicant is less critical than his/her active involvement in ongoing system change. Experienced Gestalt clinicians who are in career transition or beginning to work with organizations are also appropriate candidates. The program is particularly suited to consultants, managers, and administrators who work in multicultural settings. It enhances their sensitivity to cross-cultural issues and enables them to intervene more skillfully.

International Learning Community

Our goal in selecting participants for this program is to establish a learning community that reflects the multicultural realities facing management teams everywhere. Professionals from all parts of the world are encouraged to apply. In the first eight International Programs, there were participants from 24 countries: Australia, Belgium, Benin Republic, Canada, Denmark, Germany, Ghana, Hungary, Ireland, Israel, India, Lithuania, Malaysia, Mexico, the Netherlands, Norway, Scotland, Singapore, South Africa, Sweden, Switzerland, Tanzania, Turkey, United Kingdom, Yemen, and the USA. The long-range objective of this program is to create an international community of people who use a holistic approach to influence the systems in which they work. The program is conducted in English.

Program Goals

This program will enhance your ability to:

- Facilitate clear, meaningful contact among members of the client system, and between oneself and the client system;
- Recognize resistance and adopt a respectful attitude in working through it to useful outcomes;
- Observe and attend to process on three levels of social system (individual, group, and organizational), and to identify choice points related to interventions at each level;
- Pay increased attention and selectively share observations about what is happening in another person, group, or organization;
- Recognize when and how to diffuse conflict or highlight differences;
- Recognize when and how to manage diversity for creative integration;
- Pay attention to one's own feelings, sensations, and thoughts, selectively sharing these experiences and establishing one's presence in so doing;
- Appreciate cultural differences as they relate to organization and systems development;
- Recognize and deal with broad social issues as they apply to one's work.

Curriculum

A variety of teaching methods are used in this program including lectures, exercises, demonstrations, practice sessions, readings, and on-site consulting experiences.

Session I examines the foundations of Gestalt as applied to organizations, establishes the climate of the learning community, develops shared cultural data, and generates the norms the community wishes to support.

Sessions II - IV focus on skill building in specific areas of Gestalt methodology such as awareness, energy mobilization, contact, resistance and presence. The application will include working with individuals, groups and whole organizations. Participants will practice their consulting skills with actual clients working in teams to design interventions with cooperating organizations in three different host countries.

Session V focuses on bringing closure to individuals' learning goals. Participants also create support teams which will enable them to receive feedback and consultation as they continue to integrate what they have learned from the program.

Upon completion of the program and full payment of fees, participants will receive a Gestalt Approach to Organization and Systems Development International Program Certificate.

Hierarchy of Program Objectives

- The Cleveland approach to **Gestalt and organizations** (including levels of system) is the essence of what we teach.
- **Cultural diversity** is the critical context within which we teach.
- **Faculty process and modeling** (how we are as we teach) is a crucial aspect of the distinctiveness of the program.
- **International network building** is a natural consequence of convening people.
- **A shift in worldview** is a likely outcome of the program.

The Gestalt Center for Organization & Systems Development (Gestalt OSD Center)

The Organization & Systems Development Center was established in 1974 with the goal of applying Gestalt concepts, theory, and methodology in organizational contexts. The Center offers workshops and training programs encompassing all levels of systems in organizations.

The Gestalt International Study Center (GISC)

GISC was formed in 1979 by Edwin Nevis and Sonia March Nevis. Its mission is to extend the Gestalt discipline for use in family life, organizational life, community development, education, politics and the furtherance of physical and spiritual well-being.

Faculty

The faculty for the International Program have extensive experience in many different areas of business, education, government, and human service organizations. They use the Gestalt approach in their roles as consultants and administrators, and they teach the Gestalt approach in workshops and training institutes around the world. **Chairperson:** Jonno Hanafin, M.B.A. (USA); **Co-Chairperson:** Mary Ann Rainey Tolbert, Ph.D. (USA); **Participating Faculty:** Seán Gaffney (Sweden); Edwin C. Nevis, Ph.D. (USA); John Nkum, MA (Ghana); Chantelle Wyley (South Africa). All faculty members may not be present at all sessions.

Graduates of the OSD International Programs have included representatives of the following organizations as well as independent organizational consultants.

Alestra, Mexico	Lucent, USA
Alyeska Pipeline Service, USA	Marriott Hotels, USA
AT&T, Singapore & USA	Motorola, USA
BMW, Germany	National Women's Council of Ireland
Commonwealth Edison Company, USA	Nike, The Netherlands
Corning, USA	Opel, Germany
Danefos, Denmark	PricewaterhouseCoopers, Denmark
Deloitte & Touche, UK & USA	Prudential, UK
Dow Corning, Belgium	Siemens, Germany
Exxon, Belgium & Singapore	United Distillers, UK
Government of South Africa	Red Cross, Sweden
GTZ, Germany	Staatsconsult, Norway
Hewlett Packard, USA	Stockholm School of Economics
F. Hoffmann - La Roche Ltd, Switzerland	United Nations
IBM, Australia & USA	World Bank

Program Schedule

The program consists of five week-long sessions over the span of 16 months. Each session will be held in a different country. Australia, Ghana, Ireland, Italy, The Netherlands, Portugal, Singapore, South Africa, and Ukraine are possible locations. The schedule for the OSD International Ninth Program will be posted at www.gestaltosd.org.

May 17–23, 2009

September 13–19, 2009

January 24–30, 2010

May 16–22, 2010

September 26–October 2, 2010

Fee excluding travel, lodging, or meals

A nonrefundable application fee of \$200 is due at the time of registration. The tuition fee for the program is \$11,550. This includes all course materials. Transportation, housing, and meal costs are not included and will be an additional expense. At the time of acceptance, 70% (\$8,085) of the fee is due. The remainder is due prior to Session III. There are **no refunds for early withdrawal** from the program due to the nature of its design and operation. There will be a penalty fee for those who withdraw after they have acknowledged their acceptance.

All fees must be paid in U.S. Dollars drawn on a U.S. bank in the form of check, money order, or wire transfer. Please make checks payable to the Gestalt Institute of Cleveland Organization & Systems Development Integrative Studies Center (GIC OSD ISC, Inc.). Applicants are required to pay all bank fees in advance.

Application Process

To apply to the program, complete the attached form and send the application, together with a \$200 nonrefundable application fee, to:

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

You will be notified by mail or fax that your application has been received. You may also be contacted for an interview or to request additional information.

Application deadline is April 1, 2009.

All accepted applicants will be contacted no later than April 15, 2009.

Further Information

We invite you to contact one of the following individuals if you have questions:

Jonno Hanafin

296 Fairview Avenue

Long Valley, NJ 07853 USA

TEL: (001) (908) 876-5328

FAX: (001) (908) 876-5338

E-mail: jonno@earthlink.net

John D. Carter

2232 Harcourt Drive

Cleveland Hts., OH 44106 USA

TEL: (001) (440) 205-8606

FAX: (001) (440) 205-8606

E-mail: carterjdc@gestaltosd.org

www.gestaltosd.org

Edwin C. Nevis

P.O. Box 87

South Wellfleet, MA 02663 USA

TEL: (001) (508) 349-3922

FAX: (001) (508) 349-0446

E-mail: ECNEVIS@aol.com

Seán Gaffney

TEL: (46) 8 857636

E-mail: seangaff@gmail.com



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Mentor, OH 44061

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Application for OSD Training Programs

Gestalt Center for Organization & Systems Development

Please complete both pages of application in black or blue ink

Program for which you are applying

OSD International Program

FOR OFFICE USE	
Received	_____
Accepted	_____
Commitment	_____
Intro Date	_____

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
_____	_____	_____	_____
_____	_____	_____	_____

Previous post-graduate or special training experiences: (Gestalt, other)

Year	Length of Time	Name of Program	Leader(s)
_____	_____	_____	_____
_____	_____	_____	_____

WORK EXPERIENCE

Present Position _____

Organization _____

Street Address _____

City _____ State _____ Postal Code _____ Country _____

Responsibilities _____

Other positions held: _____ Name of Organization _____ Dates of Employment _____

PLEASE COMPLETE OTHER SIDE.

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 faculty members who know you best _____

If you are physically challenged, indicate your special needs _____

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?

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

What are your plans for the future?

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

X A \$200.00 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 \$200 check or money order **payable to GIC OSD ISC** I paid online at www.gestaltosd.org
- Charge \$200.00 to my MasterCard, Visa, Discover, or American Express [circle one] Expiration Date ____/20____

Account # _____ Name on Card _____

Signature required for credit card purchases

**Mail application form to:
with recent photo**

**GIC OSD ISC
P.O. Box 1569
Mentor, OH 44061**

or

**e-mail: registrar@gestaltosd.org
Fax to: (001) 440.205.8606
Phone: (001) 440.205.8606**