



gestalt
Center

Gestalt Center for Organization
& Systems Development

OSD

OSD TRAINING PROGRAMS
2009–2011

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

OVERVIEW

The Gestalt Institute of Cleveland's Organization and 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 a 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.

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, and small group practice. 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.

SKILL ENHANCEMENT

- Discriminate among observations, interpretations, and judgments
- Develop greater awareness of one's own internal and external experience
- Work with and recognize resistance in the client and systems with a respectful attitude
- 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 programs have at their heart a four-fold focus:

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

ADMISSIONS PROCESS

Admittance to the training programs generally requires attending a prerequisite Introduction to Gestalt workshop before or during the program, a written application, and a personal interview either in person or by telephone. The training programs run for periods spanning one to three years, entailing five to nine modules. There is a nonrefundable application fee of \$500. All fees must be paid in US funds drawn on a US bank in the form of a check, money order, or wire transfer; make checks payable to the Gestalt Institute of Cleveland Organization & Systems Development Integrative Studies Center. Applicants are required to pay all bank fees in advance. Due to the nature of the programs' design and operation, tuition will not be refunded for early withdrawal. A penalty fee may be assessed for a participant's withdrawal following his or her acknowledgement of acceptance into the program. Requests for special payment arrangements may be addressed to the OSD Center President in conjunction with the GIC OSD ISC Payments Officer.

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

Early application is strongly advised.

ORGANIZATION & SYSTEMS DEVELOPMENT PROGRAM

OSD XVIII 2009–2011

Program Schedule

September 9–14, 2009	October 6–11, 2010
November 11–16, 2009	December 8–13, 2010
February 10–15, 2010	January 26–31, 2011
April 7–12, 2010	March 16–21, 2011
June 9–14, 2010	

Fees excluding travel, lodging, or meals

Application (nonrefundable)	\$500
Tuition	\$15,960

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.

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

TUITION AND FEES

Tuition and fees vary from program to program and are subject to change. Program tuition and fees do not include travel, lodging, or meals. See the Web site at www.gestaltosd.org for the most up-to-date information. Some limited scholarship funds are available.

WHO SHOULD ATTEND

The programs are designed for individuals with demonstrated competence in their field, and who have a commitment to developing effective organizations, work teams, communities, and governing bodies and/or large-scale organizational transformation.

The programs will benefit anyone wanting to enhance their ability to influence people and systems through increased competence and effectiveness in designing, implementing, and executing interventions to achieve desired outcomes.

Many who have attended the programs serve as leaders, physicians, educators, external or internal consultants, managers, administrators, and lawyers. The specific role of the applicant, however, is less important than his or her active involvement in ongoing system change and development work.

Go to www.gestaltosd.org for more information.

OSD TRAINING PROGRAMS

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

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.

Application for OSD Training Programs

Gestalt Center for Organization & Systems Development

Program for which you are applying:

- 3 Year – Nine Module Format OSD Program
- 2 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):

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

What are your plans for the future? _____

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

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

OUR FACULTY

Gestalt Center for Organization & Systems Development 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 concepts, theory, and methodology in their roles as leaders, managers, trainers, consultants, and administrators throughout the world. Faculty have also published several works regarded as seminal in the field of applied behavioral science.

For a complete listing of Gestalt OSD Center faculty, administrative, and Board members, visit our website under “Our Staff” at www.gestaltosd.org. While you’re there, don’t forget to sign up for our Email Newsletter on the Home Page.

OUR LEADERSHIP GROUP

John D. Carter, PhD

Center President; Chair, BBI
Contact: carterjdc@gestaltosd.org

Marcella Benson-Quaziena, PhD

Chair, OSD Standard Format
Contact: mbquaziena@gestaltosd.org

Veronica Hopper Carter, PhD

Chair, Group Intensive
Contact: vhcarter@gestaltosd.org

Jonno Hanafin, MBA

Chair, OSD International
Contact: jhanafin@gestaltosd.org

Monika K. Moss, MFA

Chair, OSD Weekend Format
Contact: mmoss@gestaltosd.org

OUR ADMINISTRATIVE STAFF

Fannie Wright Dixon

Registrar

Contact: osdregistrar@gestaltosd.org

Martha Calvert Lannoch, PhD

Editor

Contact: osdeditor@gestaltosd.org

Gigi Maganja

Payments Officer & Accountant

Contact: osdpayments@gestaltosd.org

Phillip Alberhasky

Technical Consultant

Contact: osdtechnician@gestaltosd.org

OUR BOARDS OF DIRECTORS

BOARD OF DIRECTORS OF THE GESTALT INSTITUTE OF CLEVELAND
ORGANIZATION & SYSTEMS DEVELOPMENT INTEGRATIVE STUDIES CENTER

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MORE INFORMATION

More information about OSD Training Programs and Workshops is available online at www.gestaltosd.org.



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P.O. Box 1569

Mentor, OH 44061

Tel: 440/205-8606

Fax: 440/205-8606

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