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NEWSLETTER FROM THE GESTALT CENTER FOR ORGANIZATION & SYSTEMS DEVELOPMENT

Welcome

Welcome to our newsletter! The Gestalt OSD Center has undergone some important and exciting changes over the past year. We encourage you to stay in touch with us as we continue to evolve. Please visit our new Web site and join our mailing list to keep up-to-date on the Center's professional and personal growth opportunities, offering our unique approach to organizational consulting and coaching using Gestalt theory, concepts, and methodology.

Sincerely,

JOHN D. CARTER, PRESIDENT

Gestalt Center for Organization & Systems Development

About the Gestalt Center for Organization & Systems Development

The Organization & Systems Development Center was established in 1974 with the goal of applying Gestalt theory, concepts, and methodology in organizational contexts. The Gestalt OSD Center offers workshops and training programs encompassing all levels of system in organizations. Discover more about our history, mission, and current activities at www.gestaltosd.org — click on "About Us."

Our Affiliates

AFF Norway

Cape Cod Institute

Gestalt International Study Center

Organization Development Network

Our Leadership Group

John D. Carter, PhD, Center President, Chair of the BBI Training Program
carterjdc@gestaltosd.org

Marcella Benson-Quaziana, PhD, Chair of the OSD Training Program
mbquaziana@gestaltosd.org

Jonno Hanafin, MBA, Chair of the International Training Program
jhanafin@gestaltosd.org

Monika Moss, MFA, Chair of the OSD Weekend Training Program
mmoss@gestaltosd.org

Dorothy Siminovitch, PhD, MCC, Chair of the International Gestalt Coaching Program
dsiminovitch@gestaltosd.org

New Information About Us

The Gestalt Center for Organization & Systems Development Announces New Web Site and Re-Organization

The Gestalt Center for Organization & Systems Development (Gestalt OSD Center) conducts training programs and workshops under the auspices of the Gestalt Institute of Cleveland Organization & Systems Development Integrative Studies Center, Inc. (GISOSDISC). Both organizations are independent nonprofit educational entities. Our focus is enhanced self-mastery in order to become a better intervener across multiple levels of system. Our methodology is based on Gestalt OSD theory and concepts.

Visit us at www.gestaltosd.org.

What We've Been Up To

Our 2005-2006 program year exceeded our own expectations financially, and in most of our strategic areas as well. Existing Gestalt OSD training programs—OSD International, OSD Weekend Program, OSD Becoming a Better Intervener, and OSD International Gestalt Coaching—were well-attended and highly praised by all participants.



We are also proud to announce that our International Gestalt Coaching Program (IGCP) won accreditation by the International Coach Federation this year. Two joint programs offered by GISC and the Center's IGCP were the most highly attended events to have been offered at GISC.

The Center led, participated in, or materially supported several successful large-group interventions undertaken by not-for-profit organizations, including one in Cleveland and one in Dallas. Five new large-group (100-300 people) seminars conducted in several U.S. locations in partnership with a spirituality group were also a great success.

A new Gestalt OSD training program start-up took place in December in Ghana, Africa. Our established overseas partnerships in Israel and Turkey were maintained and strengthened, attracting a number of participants into our U.S. programs. The Center's partnership with ODN and with AFF of Norway are now long-term alliances that have done exceptionally well, producing programs that are currently offered on an annual basis.

Gestalt OSD Center faculty published articles and books over the past two years that have increased the significance and visibility of our Gestalt OSD body of knowledge within the Gestalt community and in the fields of OD and applied behavioral sciences. The Center's faculty teaches Gestalt OSD-focused courses in many of the most innovative advanced degree programs in the country, and we have organizational partnerships with a number of these institutions.

What we offer

The Gestalt OSD Center offers both workshops and training programs that meet the needs of people with master's or doctoral degrees who are already working in, or interested in working in, any professional organizational context.

Our core programs are designed to support participants' skillful application of an innovative range of Gestalt-based intervention strategies across multiple levels of system.

We strive in every case to provide the greatest possible depth and breadth of differing perspectives, and many of our venues, participants, and faculty are international.

Training Programs Open for Registration

OSD International 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. The intensive, international-based training draws heavily from the Gestalt Center for Organization & Systems Development Program, which was the first to apply Gestalt principles to the field of organizational consulting and has maintained a reputation for exceptional professional development for over 30 years.

OSD Weekend Program: This new program format allows individuals to experience our world-class OSD Training program in a weekend format, requiring less time away from work. The program is based on the same curriculum used for the OSD Training Program, and provides the Gestalt theory, concepts, and methodology and the extensive skill-building opportunities necessary for learning how to effectively intervene at all levels of system.

OSD International Gestalt Coaching Program: The program is designed to teach the practice of coaching leadership and management using a Gestalt theoretical and conceptual orientation. Coaching theory, concept, method, and technique draw heavily from the Gestalt Center for Organization & Systems Development programs. Program participants will undergo self-evaluation, practice coaching, and receive feedback and guidance in the coaching behaviors needed for internal and external consulting. Teaching and practice will be targeted to support effective coaching interventions with individuals, groups, and complex systems. Participants will also learn to shape their coaching work to support learning, innovation, growth, and change.

Recent and Upcoming Workshops

APRIL 25-29: Executive Personality Dynamics for Coaches at the Gestalt International Study Center

This intensive workshop, co-sponsored by the OSD International Coaching Program and GISC, focuses on behavioral models for understanding managerial and leadership behavior. The emphasis will be on observational guides and skills, applying Gestalt and traditional psychodynamic models for looking at behavior manifested in coaching sessions, and how to understand and respond to the behavior. Time will be provided for participants to apply the material to their own cases. The workshop is co-facilitated by Peter Finkelstein, Edwin Nevis, Mel Rabin, and Dorothy Siminovitch. For details and to register, <http://www.gisc.org/default.aspx?tabid=121>.

JUNE 12-15: Coaching: Enhancing Your Competency

This is an intensive introduction to the larger International Gestalt Coaching Program. Extensive skill-building sessions with faculty consultation and feedback are built into the workshop design. Organizational consultants, coaches, and business and human service professionals will find this workshop particularly useful. For details and to register, <http://www.gestaltosd.org/workshops.php>.

AUGUST 20-24: Becoming a Better Intervener at the Cape Cod Institute

John Carter and Veronica Hopper Carter present "Becoming a Better Intervener: Using a Gestalt OSD Toolbox for Organizational Change." The workshop will walk participants through an introduction to Gestalt OSD orientations, followed by applications of the frameworks of the Gestalt OSD toolbox within the class community. For details and to register, <http://www.cape.org/2007/carter.html>.

OSD Becoming a Better Intervener: This dynamic 1-year, 5-module training program is designed for people involved in organizational change and large-scale organizational transformation. The program provides an introduction to and practice in the body of knowledge developed in the Gestalt Center for Organization & Systems Development 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 learning opportunity with the intent of becoming more effective interveners in organizational contexts.

Visit our Website to register online, view all of our training programs and workshops, or to download a PDF of one of our training program brochures. Direct your questions regarding registration to osdregistrar@gestaltosd.org.

Our Dear Friend Kareema Spears



For more than 25 years, Kareema Spears managed our office, our communications, and all of us with efficiency, grace, and compassion. She is now under hospice care. Kareema is a person for whom privacy and personal dignity are imperative, and we respect her wish for no direct contact. But we urge all of our friends and colleagues who knew Kareema to send your most sincere prayers and positive thoughts her way. Her daughter will read emails sent to

Kareemaspears@aol.com to her. For hospice patients, we do not pray for a cure; we pray for healing in all its manifestations. We certainly pray for relief from any symptoms that bring persistent pain or discomfort, or that interfere with a personal sense of connectedness with others or with a feeling of being at home within one's own body and within one's own environment. Remember Kareema with loving kindness, and reflect upon the blessing of her life, so important to and so connected with our own.

*Kareema Spears made her transition on April 15, 2007.
We miss her deeply.*

How you can help

Participants and training program graduates refer most of our participants to us. Our value as a nonprofit organization is directly tied to personal satisfaction with our teaching and, ultimately, to individual success in implementing the Gestalt OSD theory, concepts, and methods that we advocate. We warmly invite you to explore all the opportunities we offer by visiting our Web site at www.gestaltosd.org, and encourage you to forward the Web site address and this newsletter (just click on the "Forward email" link below) to colleagues, associates, and friends who might be interested in discovering our unique approach to understanding and working for change in organizations. Thank you!

Participate in our newsletter! We hope you are pleased to hear from us. We would be pleased to hear from you as well. Tell us about the information you would most like to see in our newsletters. Send your content questions, comments, and suggestions to our newsletter editor at osdeditor@gestaltosd.org so that we can serve you better and keep you current with what's going on at The Gestalt OSD Center.

Stay in Touch with Us!

To be sure you receive the latest information about the Gestalt OSD Center's offerings and events, please join our mailing list

Visit Our New Website

Go directly to www.gestaltosd.org for Gestalt OSD Center information, news, contacts, and resources. While you're there, join our Newsletter mailing list!

The screenshot shows the website for the Gestalt Center for Organization & Systems Development. The page features a navigation menu on the left with links to OSD Home, About Us, Our Staff, Workshops, Training Programs, Program Calendar, Apply Online, Mailing List, Directions, OSD Graduates, and OSD Resources. The main content area includes a 'Send This Page to a Friend' button, a 'Join Our Email Newsletter List' form, and several news items under the heading 'In the OSD Spotlight'. The news items include: 'Group Intensive Training Program' (May 18-20, 2007), 'OSD International Training Program begins June 2007', 'OSD Training Program Weekend Format begins June 2007', and 'International Gestalt Coaching Program (IGCP 5) begins in September 2007'. There is also a 'Becoming a Better Intervener' announcement for December 2007.

Web site: www.gestaltosd.org

Mailing Address: GIC OSD ISC
PO Box 1569, Mentor, OH 44061

Phone: 440.205.8606

Fax: 440.205.8606

Email: **Fannie Wright Dixon, Registrar**
osdregistrar@gestaltosd.org
Gigi Maganja, Payments Officer & Accountant
osdpayments@gestaltosd.org

Register online to receive Gestalt OSD Center materials via email or by U.S. mail, or complete the enclosed form and mail or fax directly to: GIC OSD ISC, PO Box 1569, Mentor, OH 44061 / 440.205.8606.





MAY 2007

Dear Colleagues, Associates, and Friends,

As most of you know by now, the Gestalt Center for Organization & Systems Development (Gestalt OSD Center) has embarked on a new journey as a separate nonprofit organization operating in conjunction with the Gestalt Institute of Cleveland Organization & Systems Development Integrated Studies Center (GIC OSD ISC, Inc.).

We have established our own Web site, www.gestaltosd.org, and recently emailed to our most current listings both a public announcement of our new status and our first newsletter, Contact! (both are included here). If you did not receive these, be sure to visit our Web site and sign-up for our email mailing list.

Our core workshops and training programs continue to be offered with the same excellence of design and delivery that our participants expect of us as one of the premier instructional institutions for the advancement and application of Gestalt OSD theory, concepts, and methods.

Gestalt OSD training programs, developed over the past 30+ years and facilitated by eminent Gestalt OSD faculty, are offered only through the Gestalt Center for Organization & Systems Development (Gestalt OSD Center). Registration for Gestalt OSD training programs is conducted only through the Gestalt Institute of Cleveland Organization & Systems Development Integrated Studies Center (GIC OSD ISC). Only those training programs offered through the Gestalt OSD Center Website or through the Gestalt OSD Center's affiliates' Web sites, and listing acknowledged Gestalt OSD Center professional staff and faculty, meet our highest standards of theoretical knowledge, program design, and skill-building techniques. Some "OSD" training programs recently offered through other organizational venues are misleading in their presentation, and are not endorsed by the Gestalt Center for Organization & Systems Development. Such programs do not reflect the Gestalt OSD Center's long history of organizational experience and research, our professional staff's collective expertise, or our unique instructional approach to program design and delivery.

We hope you will stay in touch with us. To facilitate communication with past, present, and potential participants, and to enable us to invest more of our budget in program development, we strongly encourage you to sign up to receive our materials and information through the Internet only. If you have no (or severely limited) access to an email account, we will still be able to mail you our yearly or biennial program brochures as well as occasional flyers, but unfortunately, we cannot guarantee that these reflect the most current information. To sign up for, or to ensure that you remain on, our mailing list, please either:

- Go to www.gestaltosd.org. Click on "Join Our Email Newsletter List" (located on the Home Page to the left). Complete the appropriate form, being sure to re-enter your email address and to complete all required fields. You will receive a confirmation email. Please be sure to confirm your desire to continue receiving our emails.
- Complete the included form in black or blue ink. Please print firmly and clearly. Mail to: GIC OSD ISC, P. O. Box 1569, Mentor, OH 44061 OR fax to: 440.205.8606.

Over the next 30 days, we will be revising our mailing list. If we do not have your current email or mailing information, your name will be removed.

We are excited to be planning for and evolving through our next steps, and look forward to having you with us. Your ongoing support is vital to our continued success, and we are grateful for our extended community.

Sincerely,

JOHN D. CARTER, PRESIDENT

Gestalt Center for Organization & Systems Development



If you must or prefer to have Gestalt OSD Center materials sent to you via U.S. mail, please complete the following form and either **mail** to: GIC OSD ISC, PO Box 1569, Mentor, OH 44061 OR fax to: 440.205.8606. (Entries marked with asterisks [*] are **required** for processing.) Thank you for your interest.

* FIRST NAME _____

* LAST NAME _____

* ADDRESS 1 _____

ADDRESS 2 _____

ADDRESS 3 _____

* CITY _____

* STATE OR PROVINCE _____

* (ADDITIONAL STATE OR PROVINCE) _____

* POSTAL CODE _____

* COUNTRY _____

* HOME PHONE _____

CELL OR ALTERNATE PHONE _____

CREDENTIAL/DEGREE _____

EMPLOYER _____

JOB TITLE _____

BUSINESS ADDRESS 1 _____

BUSINESS ADDRESS 2 _____

BUSINESS ADDRESS 3 _____

CITY _____

STATE OR PROVINCE _____

(ADDITIONAL STATE OR PROVINCE) _____

POSTAL CODE _____

COUNTRY _____

COMMENTS OR QUESTIONS? _____
