

# GESTALTAKADEMIN

Europas bredaste utbildningsprogram inom gestaltmetodik.



## Practical change management based on Gestalt practice

**1 year**

Basic training in change management and presence leadership that makes a difference! Are you looking for tools to succeed better at change management? Are you tired of activities that fail to create real change? This training challenges you to try new methods and to reconsider your own leadership.

### The training is for

leaders or key persons with a mission to lead and support change. The training is suitable for you who feel the need to develop your skills and your ability to manage change as a stable and present leader. The program has an organizational psychology perspective on how to succeed at leading change with an approach that is built on Gestalt theory and methodology.

### Purpose and Goals

The overall objective is to strengthen the adaptability skills for the participants and their organizations and to strengthen the consultative process ability.

The course assumes that each participant is actively involved in an ongoing or planned change project. The integration of education and reality increases the potential for lasting results both for the organization you work in, and for your own learning. The effect is amplified when several people from the same organization and projects undergo training at the same time.

### Dates and location

20 day residential program, close to Stockholm, divided into 8 occasions. 5×4 hrs. of counseling inbetween course dates.

### 2018

2 February am/pm Introduction, half day in two groups

14-16 February

14-16 March

18-20 April

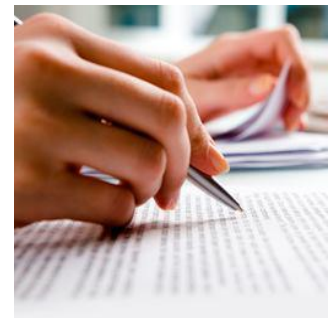
16-18 May

18-19 June

3-4 September

11-12 October

13-14 December Examination and ceremony with dinner



## 1-YEAR PROGRAM

### PREPARATORY PROCESS

Objective: Securing ownership from participant's closest supervisor and surroundings.

### STEP 1 - INTRODUCTION

Purpose: To create favorable conditions for efficient work during the program's various stages. Explore and frame the project/mission that will provide the participant with an opportunity to apply new insights and learning. Test and challenge our approach in a small group of four people.

### STEP 2 – HUMANISTIC KNOWLEDGE - DEVELOP A LEADERSHIP BASED ON PRESENCE AND A PERSONAL FOUNDATION

Objective: To provide participants with opportunities for personal development and stability in change leadership. Increase the ability to read situations and observe events closely and through self-awareness. Develop the ability to create good contact between people.

### STEP 3 - KNOWLEDGE OF GROUP PROCESSES & SYSTEMIC THINKING

OBJECTIVE: To experience and reflect on the way people condition and co-create group community. Experience development of productive collaboration in the training group. See connections and how this perspective affects organizational effectiveness.

### STEP 4 - KNOWLEDGE OF CHANGE AS A PROCESS AND USING A PROCESS ORIENTED APPROACH TO SUPPORT THE CHANGE.

Objective: To strengthen the ability to work with methods that creates forward motion in a coherent process over time. To learn and practice "intervention" as a tool (a basic concept in Gestalt methodology). To see the connection between different phases in the change process, using different models linked to stakeholders' increasing or decreasing involvement and ownership.

### STEP 5 - LEARNING BY DOING. PLAN, CONTRACT, IMPLEMENT AND LEARN FROM A LIMITED PART OF AN ORGANIZATIONAL DEVELOPMENT PROCESS.

Objective: To practice dealing with the different steps in a change cycle in a defined piece of work.

### STEP 6 - EXAMINATION, CLOSURE PROCESS & FOLLOW-UP

Objective: To document and integrate knowledge and to give and receive useful feedback for continued learning.



## Leaders

Ulf Zwedberg, 070-573 47 21, [ulf.zwedberg@zp.se](mailto:ulf.zwedberg@zp.se) and Kinna Person, 070-337 0404, [kinna.person@zp.se](mailto:kinna.person@zp.se). Both have extensive experience of supporting development and change, on a personal level as well as for whole complex systems.

## Course fee

75 000 SEK excl .VAT

Residential near Stockholm, costs for room and board apply.

## Eligibility and Admissions

Admission is by personal interview. No previous experience of Gestalt required.

## Max. no of participants

16 persons

## Application

Deadline for application is **November 1, 2017**

## More information

The training provides eligibility to apply for Year 1 of the Diploma program - Gestalt Practitioners in Organizations.

