



Organization & Systems Development International Program



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, India, Ireland, Israel, 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.

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: Duncan Coombe, PhD (UK);

Co-Chairperson: Veronica Hopper Carter, PhD (USA);

Participating Faculty: Marcella Benson-Quaziena, PhD (USA); John D. Carter, PhD (USA); Mauricio Puerta, PhD, LIC (Peru); Linda Robson, MA, MPH (UK); Isabel Wong, MS (Peru).

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 | Motorola, USA |
| Alyeska Pipeline Service, USA | National Women's Council of Ireland |
| AT&T, Singapore & USA | Nike, The Netherlands |
| BMW, Germany | Opel, Germany |
| Commonwealth Edison Company, USA | Pfizer, Hungary |
| Corning, USA | PricewaterhouseCoopers, Denmark |
| Danefos, Denmark | Prudential, UK |
| Deloitte & Touche, UK & USA | Siemens, Germany |
| Dow Corning, Belgium | Statoil, Norway |
| 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 | Unicredit, Italy |
| IBM, Australia & USA | United Nations |
| Lucent, USA | World Bank |
| Marriott Hotels, USA | |

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 OSD International Program

FOR OFFICE USE ONLY

Received _____ Interview _____

Accepted _____ Commitment _____

Name _____ Credential _____ Age _____ Nationality _____

Home Address _____ ☐ Male ☐ Female

City _____ State _____ Postal Code _____ Country _____

Cell Telephone _____ Work Telephone _____ Home Telephone _____

E-mail _____ Skype _____

EDUCATION:

| Year | Institution | Degree | Major Field of Study |
|-------|-------------|--------|----------------------|
| _____ | _____ | _____ | _____ |
| _____ | _____ | _____ | _____ |

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) |
|-------|----------------|-----------------|-----------|
| _____ | _____ | _____ | _____ |
| _____ | _____ | _____ | _____ |

WORK EXPERIENCE

Present Position _____

Organization _____

Address _____

City _____ State _____ Postal Code _____ Country _____

Responsibilities _____

| Other Positions Held | Name of Organization | Date of Employment |
|----------------------|----------------------|--------------------|
| _____ | _____ | _____ |
| _____ | _____ | _____ |

PROFESSIONAL STANDING

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 at Gestalt Institute of Cleveland Organization & Systems Development Integrative Studies Center, in what program were you last enrolled? _____ 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

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 \$350.00 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 \$350.00 check or money order **payable to Gestalt Institute of Cleveland Organization & Systems Development Integrative Studies Center (GIC OSD ISC).**

☐ I have paid the \$350.00 application fee online through PayPal.

☐ Charge \$350.00 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, 7665 Mentor Avenue #316, Mentor, OH 44060 USA

Tel: +1 440/205-8606 Fax: +1 440/205-8606 E-mail: osdregistrar@gestaltosd.org www.gestaltosd.org



Application Process

To apply to the **Organization & Systems Development International Program**

1. Go to our website www.gestaltosd.org
2. Pay the \$350 nonrefundable application fee
3. Fill in the application, save it to a file and e-mail to: osdregistrar@gestaltosd.org

If you prefer, fax to +1 440/205-8606 or mail all documents to: **GIC OSD ISC**
7665 Mentor Avenue #316, Mentor, OH 44060, USA
TEL: +1 440/205-8606 • FAX: +1 440/205-8606
E-mail: osdregistrar@gestaltosd.org
www.gestaltosd.org

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

Further Information

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

Duncan Coombe, Chair
E-mail: dcoombe@gestaltosd.org

Veronica Hopper Carter, Co-Chair
E-mail: vhcarter@gestaltosd.org

John D. Carter, OSD Center President
E-mail: carterjdc@gestaltosd.org

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