



GESTALT CENTER FOR ORGANIZATION & SYSTEMS DEVELOPMENT (OSD) TRAINING PROGRAMS

Change
Resistance
Development
GROWTH
Shift in Worldview



John D. Carter, PhD



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OSD TRAINING PROGRAMS

- Organization & Systems Development
3-year—9-module format
- Organization & Systems Development: Weekend Format
1-year—9-module weekend format
- OSD International: A Gestalt Approach to Organization & Systems Development
3-year—5-module format
- Becoming a Better Intervener: Organization & Systems Development Intensive
1-year—5-module format
- International Coaching Program
1-year—4-module format
- Group Intensive (Advanced Training)
1-year—2-module format

OVERVIEW

The Gestalt Center for Organization & 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 an over 35-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 anywhere in the world, containing any number of people, and make a difference with their presence.



Marcella Benson-Quaziana, PhD



Veronica Hopper Carter, PhD

Change

ADDITIONAL TRAINING

BECOMING A BETTER INTERVENER: A GESTALT ORGANIZATION & SYSTEMS DEVELOPMENT WORKSHOP

GESTALT COACHING: ENHANCING YOUR COMPETENCY

OSD WORKSHOP SERIES

The series is comprised of four 4-day workshops:

- Working with Groups
- Working with Organizations
- Working with Two-Person Systems
- Working with Individuals

Each workshop is self-contained; participants may sign up for single or multiple workshops as needed or desired. No prior Gestalt or OSD experience or training is required.

PREREQUISITE WORKSHOP FOR TRAINING PROGRAMS

INTRODUCTORY GESTALT WORKSHOP or INTERPERSONAL INTERACTION

Please visit our website for current offerings www.gestaltosd.org

The information in this catalog is accurate at the time of printing. The Gestalt Center for Organization & Systems Development reserves the right to change program offerings, dates, fees, or faculty when necessary.

Application for OSD Training Programs Gestalt Center for Organization & Systems Development

Please complete both sides of application and use black ink

Certificate Program for which you are applying:

- ☐ Organization & Systems Development Training Program (OSD Standard Format)
- ☐ Organization & Systems Development Training Program (OSD Weekend Format)
- ☐ Becoming a Better Intervener: Organization & Systems Development Intensive (BBI)
- ☐ OSD International Training Program
- ☐ OSD International Coaching Program
- ☐ OSD Group Intensive (Advanced Training)

FOR OFFICE USE ONLY

\$500.00 fee _____

application _____

accepted _____

introduction _____ or

interpersonal

interaction _____

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 _____

Are you licensed if that is applicable to your occupation? Please designate: _____

Occupational Category (please check)

- ☐ Counseling ☐ Education ☐ Law ☐ Management/Administration ☐ Medicine
- ☐ Nursing ☐ Organizational Consulting ☐ Other Health Professions ☐ Psychiatry ☐ Psychology
- ☐ Religion ☐ Social Work ☐ 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, 7665 Mentor Ave. #316, Mentor, OH 44060

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

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.

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

SKILL ENHANCEMENT

- Discriminate among observations, interpretations, and judgments
- Develop greater awareness of one's own internal and external experience
- Recognize resistance in the client and systems and adopt a respectful attitude in working through it
- 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

FACULTY

Gestalt OSD Center 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.

LEADERSHIP GROUP

The Gestalt OSD training programs are chaired or co-chaired by: Marcella Benson-Quaziena, John Carter, Veronica Hopper Carter, Duncan Coombe, and Monika Moss.

Resistance

PARTICIPANT ORGANIZATIONS

Program participants have come from a wide range of organizations, including:

BUSINESS & INDUSTRY

Alestra, Mexico
 Alyeska, Pipeline Service, USA
 AT&T Singapore
 AT&T, USA
 Abbott Laboratories
 American Greetings
 Bank of Hawaii
 Bell South
 BMW, Germany
 Centre de Formation et de
 Consultation
 Chase Manhattan Bank
 Commonwealth Edison Co., USA
 Corning
 Danefos, Denmark
 Deloitte & Touche, LLP
 Deloitte & Touche, UK
 Deloitte & Touche, USA
 Dow Corning, Belgium
 Exxon Chemicals, Exxon, USA
 Exxon, Singapore
 F. Hoffmann-La Roche Ltd.,
 Switzerland
 General Electric
 GTZ, Germany

Hewlett Packard
 Lucent, USA
 McKinsey & Co., Inc.
 Marriott Hotels, USA
 Motorola, USA
 Nike, The Netherlands
 Opel, Germany
 PricewaterhouseCoopers,
 Denmark
 Prudential, UK
 Republic Steel
 Royal Bank of Canada
 Siemens, Germany
 United/Continental
 United Distillers, UK

GOVERNMENT

Canada Auditor General's Office
 City of Palo Alto, CA
 Federal Corrections Institute
 Government of Costa Rica
 US General Accounting Office
 US Dept. of Agriculture
 USDA Animal & Plant Health
 Inspection
 Staatsconsult, Norway

EDUCATION

Baldwin Wallace University
 Case Western Reserve University
 Cleveland Institute of Art
 Institute for Type Development
 Kokomo Center Township (NJ)
 School System
 Morehouse School of Medicine
 Ohio State University
 Ottawa University
 Stockholm School of Economics
 Syracuse University
 Trinidad State College
 University of Chicago
 University of Illinois
 University of Medicine & Dentistry
 of New Jersey
 University of Michigan
 University of North Carolina School
 of Nursing

HEALTH

American Medical Consulting
 Blue Cross. Blue Shield.
 Buffalo General Hospital
 Evangelical Hospital Corporation
 University Hospitals, Cleveland
 Urban Strategies of New York

WHO SHOULD ATTEND

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

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

Many who have attended the programs serve as corporate or community 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.

ADMISSIONS PROCESS

Admittance to the training programs generally requires attending an Introductory 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 two to nine modules. There is a nonrefundable application fee of \$500. All fees must be paid in U.S. funds drawn on a U.S. bank in the form of a check, money order, or wire transfer; all payments must be payable to the Gestalt Institute of Cleveland Organization & Systems Development Integrative Studies Center (GIC OSD ISC). 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 & Systems Development Program Certificate relevant to the program taken.

Early application is strongly advised.

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.

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.

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.



Joseph Hsu, MBA



Isabel Wong, MS



Mauricio Puerta, PhD



Michael Rynex, MA



Brenda B. Jones, MS



Rachel Ciporen, EdD



Sally Parker



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GROWTH



OSD PROGRAM CIRCLE OF FOUNDERS

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*Original OSD Program Founders

NOTICE OF NONDISCRIMINATION POLICY

The Gestalt Institute of Cleveland Organization & Systems Development Integrative Studies Center (GICOSDISC) admits qualified applicants to all the rights, privileges, programs, and activities generally accorded or made available to students at GICOSDISC. It does not discriminate on the basis of race, color, national or ethnic origin, gender, sexual orientation, or disability in the administration of its admission policies, educational policies, scholarship and loan programs, or other GICOSDISC-administered programs.



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www.gestaltosd.org

Quality Professional Development Since 1974