



# Organizational Consulting

A Gestalt Approach

Edwin C. Nevis

# Organizational Consulting A Gestalt Approach

**Peter Cole**



## **Organizational Consulting A Gestalt Approach:**

**Organizational Consulting** Edwin C. Nevis, 2013-04-15 In this classic text pioneering organizational consultant Edwin C. Nevis presents an approach to organizational consulting which is grounded in Gestalt theory. Nevis brings his well known insight, conceptual clarity and decades of experience to bear on the entire spectrum of concerns facing organizational consultants in a wide variety of settings. Beginning with the development of the Gestalt approach and the Cycle of Experience model, Nevis traces the implications of Gestalt theory for such areas as organizational assessment, modes of influence in organizations dealing with resistance, developing relationships, working at the boundary and the matter of the consultant's presence. The conceptual framework provided in this groundbreaking work gives organizational consultants a powerful tool for understanding and influencing the behavior of organizations and at the same time invites them to actively partake in the ongoing development of their unique individual styles. Handbook of Counselling Psychology Sheelagh Strawbridge, Ray Woolfe, 2010 This Third Edition of a seminal text reflects new developments with counseling psychology. It covers areas such as neuroscience, narrative approaches and post modernist thinking. The six sections include tradition, challenge and change in counseling psychology, difference and discrimination and professional and ethical issues. Special attention has been paid to the research evidence, current issues and debates, theoretical and philosophical underpinnings, political and resource issues and illustrative case material. Organizational Consulting Edwin C. Nevis, 2013-04-15 In this classic text pioneering organizational consultant Edwin C. Nevis presents an approach to organizational consulting which is grounded in Gestalt theory. Nevis brings his well known insight, conceptual clarity and decades of experience to bear on the entire spectrum of concerns facing organizational consultants in a wide variety of settings. Beginning with the development of the Gestalt approach and the Cycle of Experience model, Nevis traces the implications of Gestalt theory for such areas as organizational assessment, modes of influence in organizations dealing with resistance, developing relationships, working at the boundary and the matter of the consultant's presence. The conceptual framework provided in this groundbreaking work gives organizational consultants a powerful tool for understanding and influencing the behavior of organizations and at the same time invites them to actively partake in the ongoing development of their unique individual styles. Gestalt Therapy Edwin C. Nevis, 2014-05-22 Gestalt Therapy Perspectives and Applications is a classic text which when it was first released in 1992 signaled a renaissance of Gestalt scholarship throughout the world. In this volume Edwin Nevis, one of the foremost Gestalt writers, thinkers and practitioners of the last 40 years, skillfully draws together a diverse selection of essays from Gestalt therapists of every persuasion, united here by the clarity of their thought and the constancy of commitment to the development and extension of the Gestalt model. Here you will find one of the finest overviews of classical Gestalt therapy theory and practice, available groundbreaking essays on such topics as diagnosis and ethics from a Gestalt perspective and an assortment of pragmatic clinical essays of immediate value to the working practitioner. **Case Study Approach to**

**Psychotherapy for Advanced Practice Psychiatric Nurses** Candice Knight, Kathleen Wheeler, 2020-09-24 A case study companion to the leading textbook on psychotherapy for advanced practice psychiatric nurses Case Study Approach to Psychotherapy for Advanced Practice Psychiatric Nurses is a case study companion to the groundbreaking and award winning textbook Psychotherapy for the Advanced Practice Psychiatric Nurse edited by Kathleen Wheeler Designed for both the novice and experienced advanced practice psychiatric nurse it provides complementary content and activities to help students and professionals master the art and science of conducting psychotherapy The case studies address a wide range of diverse theoretical approaches and varied client problems and psychiatric diagnoses Each chapter follows a consistent format to allow for comparison beginning with the author s personal experience providing the reader with the understanding of how various theoretical orientations were chosen This is followed by background on philosophy and key concepts as well as mental health and psychopathology therapeutic goals assessment perspectives and therapeutic interventions The chapter then presents background on the client and a selection of verbatim transcript segments from the beginning middle and final phase of therapy The therapeutic process is illustrated by client therapist dialogues which are supplemented with process commentaries that explain the rationale for the interventions A final commentary on the case is presented to enhance the reader s clinical reasoning skills Key Features Augments the groundbreaking Psychotherapy for the Advanced Practice Psychiatric Nurse Features case studies that address a range of theoretical approaches and varied client problems and psychiatric diagnoses Offers comprehensive coverage of the approach psychopathology therapeutic goals assessment perspectives therapeutic interventions and verbatim transcripts from the beginning middle and final phases of therapy Includes reflection questions to help the reader apply the material to their personal lives and offer guidelines for continuing to work with the theoretical orientation *The NTL Handbook of Organization Development and Change* Brenda B. Jones, Michael Brazzel, 2012-06-25 The NTL Handbook of Organization Development and Change is an essential tool for both practitioners and students who want to know how to effectively bring about meaningful and sustainable change in organizations Featuring contributions from leading practitioners academics and scholars in the field each chapter comprehensively explores a key aspect of organization development including core theories and methods OD in the international and world setting practical applications the future of OD and many others Co published with the NTL Institute a long time leader and champion for the field The NTL Handbook of Organization Development and Change boasts an extensive range of knowledge experience and methods integrated by a philosophical system that underscores the vital mission of OD as well as provides expert guidance in the art and science of making organizational development and change work **Contemporary Theory and Practice of Organizations, Part II** Timea Havar-Simonovich, Daniel Simonovich, 2016-05-31 Organizations are the business world s central actors employing multiple people who pursue collective goals while linked to an external environment This volume is the first of two books dedicated to defining current

theories of organizations and their practices The text is filled with contributions by alumni of the ESB Business School at Reutlingen University Part I discusses contemporary organizational forms and properties including team aspects Part II provides a detailed overview of key themes in modern leadership and coaching as well as organizational intervention **The Strategic Management of Intellectual Capital** David A. Klein, 2009-11-03 The fourth in the readers series Resources for the Knowledge Based Economy The Strategic Management of Intellectual Capital analyzes the link between the strategic and operational roles of intellectual capital in the organization The Strategic Management of Intellectual Capital is the perfect resource for the growing number of companies pursuing a strategic approach to managing their intellectual capital and harnessing and leveraging their knowledge experience and expertise more systematically to attain a competitive advantage

**The Complete Handbook of Coaching** Elaine Cox, Tatiana Bachkirova, David Clutterbuck, 2023-10-01 This fourth edition provides the most comprehensive guide to the field of coaching exploring a range of coaching theories and approaches genres and settings and professional issues It supports trainees and professionals to identify and develop a personal style of coaching Each chapter includes discussion questions to facilitate reflection on the topic further reading suggestions and case studies that help trainees make the crucial link between theory and practice Its three parts cover The theoretical traditions underpinning coaching such as cognitive behavioural gestalt and existential Contexts and genres such as life executive peer team and career coaching Professional issues such as ethics supervision continuing professional development standards and mental health issues This Fourth Edition comes with a new chapter on Diversity and Inclusion in Coaching updated content throughout on cross cultural coaching and updated Further Reading A new online Teaching Guide provides chapter teaching and assessment suggestions videos and further reading to help support trainees learning Thousands of practitioners and trainees across a variety of professions have been helped by this distinctive handbook From those working in health to education from business and management to psychology this unique handbook is an invaluable resource for any coaching career **Practicing Organization Development** William J. Rothwell, Jacqueline M.

Stavros, Roland L. Sullivan, Arielle Sullivan, 2009-10-09 Completely revised this new edition of the classic book offers contributions from experts in the field Warner Burke David Campbell Chris Worley David Jamieson Kim Cameron Michael Beer Edgar Schein Gibb Dyer and Margaret Wheatley and provides a road map through each episode of change facilitation This updated edition features new chapters on positive change leadership transformation sustainability and globalization In addition it includes exhibits activities instruments and case studies supplemental materials on accompanying Website This resource is written for OD practitioners consultants and scholars **Strive** Kiran Chitta, 2018-09-04 Are you currently helping organisations to navigate digital transformation and disruption Are you leading your organisation towards a digital future in an intensely competitive uncertain market Strive is a book written by an experienced business psychologist with over twenty years of experience primarily for consultants coaches trainers and human resource management professionals

The book will also resonate with leaders in business who appreciate rigour academic grounding and authenticity over hype Dr Kiran Chitta reviews much of the existing literature on organisational and leadership agility In addition he shares a profoundly personal perspective anchored in his life and work His case material is reflective and authentic It will resonate with those who are looking for inspiration honesty and actionable principles derived from real work The book provides a compelling and usable model for agility which is explored in depth Covering the most recent academic literature the book points the way to the agile future of work in a digital era

*High Performance Coach Diploma - City of London College of Economics - 3 months - 100% online / self-paced* City of London College of Economics, Overview If you want to learn how to help clients in achieving a specific personal or professional goal by providing training and guidance then this course is for you In this diploma course you will learn several kinds of coaching approaches such as The Psychodynamic Approach The Cognitive behavioural Approach The NLP Approach as well as others to become a professional coach The study material has been written by leading international authors each chapter of the book makes explicit links between theory and practice with questions and case studies facilitating further reflection on the topic Content There are three parts you have to deal with Part 1 explores the theoretical traditions underpinning coaching such as cognitive behavioural gestalt and existential Part 2 covers applied contexts formats or types of coaching such as developmental life executive peer team and career coaching Part 3 focuses on professional issues that impact on the coach such as ethics supervision continuing professional development standards and mental health issues Duration 3 months Assessment The assessment will take place on the basis of one assignment at the end of the course Tell us when you feel ready to take the exam and we'll send you the assignment questions Study material The study material will be provided in separate files by email download link [Discourse and Organization](#) David Grant, Tom W Keenoy, Cliff Oswick, 1998-09-18 This major work from renowned scholars in the field analyzes the role of language and symbolic media and shows how this enables us to move to new levels of understanding of contemporary organizational issues An introductory chapter examines the role and growing importance of discourse in the study of organizations It critically evaluates the contributions of various disciplines and defines organizational discourse as a subject area The chapters in the first section Talk and Action explore the relationship between discourse action and interaction and their impact on organizational structure and behaviour Stories and Sensemaking focuses on the analytical potential of the story as a means of illuminating the ways in which organizational members make sense of their experience of organization Discourse and Organization includes contributions which demonstrate the fundamental significance of linguistic usage and discursive construction to the ontologies of organization Finally a concluding discourse explores the claims and limitations of organizational discourse as a means of enriching our understanding of organization [The Relational Heart of Gestalt Therapy](#) Peter Cole, 2022-05-12 This compelling and comprehensive volume is an anthology of current thinking by many of gestalt therapy's leading theoreticians clinicians and researchers Including many well known voices in the field and

introducing several new ones to the current gestalt therapy literature the book presents a broad ranging compendium of essays scientific articles clinical applications and integrative approaches that represent the richness and vibrancy of the field Each contributor brings intellectual rigor honest personal reflection and humanism to their area of inquiry This ethos the spirit of relational gestalt therapy infuses the whole book bringing a sense of coherence to its seventeen chapters Following an introduction written by Mark Winitsky PhD as an entry point into the field for students and psychotherapists from other schools of thought the book is organized into three sections Theory Clinical Applications and Integrative Approaches Readers will encounter new ways of thinking about psychotherapy new skills they can bring to their work and new ways of integrating gestalt therapy with other approaches The Relational Heart of Gestalt Therapy is essential reading for Gestalt therapists as well as other mental health professionals with an interest in Gestalt approaches Making Sense of Change Management Esther Cameron, Mike Green, 2004 Written for academics and professionals alike this book is an attempt to make change easier It is aimed at anyone who wants to understand why change happens how it happens and what needs to be done to make change a welcome rather than a dreaded concept Specialty Competencies in Organizational and Business Consulting Psychology Jay C. Thomas Ph.D., 2010-08-26 Originally termed Industrial Organizational Psychology I O practitioners of this specialty emanate from varying backgrounds in business psychology related fields Although it was one of the original four specialties of the American Board of Professional Psychology established in 1947 the domain of contemporary I O professional practice can best be thought of as a hybrid across multiple traditions For this volume in the series Jay Thomas describes this particular hybrid model The original board reflecting the specialty of I O psychology i e the American Board of Industrial and Organizational Psychology within the greater organization of the American Board of Professional Psychology which at the time of this writing encompasses 13 differing specialty boards in professional psychology reconstituted itself in 2005 to be the American Board of Organizational and Business Consulting OBC Psychology This name change was made in order to best capture the notion that specialists in this area can be educated and trained and practice in related but somewhat differing traditions Readers interested in this specialty area within psychology will find this text invaluable as the most current description of the competencies thought important to help define the OBC psychologist Series in Specialty Competencies in Professional Psychology Series Editors Arthur M Nezu and Christine Maguth Nezu As the field of psychology continues to grow and new specialty areas emerge and achieve recognition it has become increasingly important to define the standards of professional specialty practice Developed and conceived in response to this need for practical guidelines this series presents methods strategies and techniques for conducting day to day practice in any given psychology specialty The topical volumes address best practices across the functional and foundational competencies that characterize the various psychology specialties including clinical psychology cognitive and behavioral psychology school psychology geropsychology forensic psychology clinical neuropsychology couples and family psychology and more Functional

competencies include common practice activities like assessment and intervention while foundational competencies represent core knowledge areas such as ethical and legal issues cultural diversity and professional identification In addition to describing these competencies each volume provides a definition description and development timeline of a particular specialty including its essential and characteristic pattern of activities as well as its distinctive and unique features Written by recognized experts in their respective fields volumes are comprehensive up to date and accessible These volumes offer invaluable guidance to not only practicing mental health professionals but those training for specialty practice as well

**Mending the World** Joseph Melnick,2016-12-05 Mending the World provides a blueprint for making a difference in the intractable social issues that exist today It presents the compelling drama of thirteen stories of people on the firing lines in countries in Africa Europe Scandinavia as well as Brazil Cambodia North of Ireland and the USA The cases involve diverse real world issues such as AIDS reduction poverty political conflict natural disasters and dilemmas in supporting the aged The stories are framed by the editors with theory and historical data and offer the hope of effective change using Gestalt principles and methods In these complex issues you need unique skills to bring people together to work toward a common solution and to empower yourselves to influence people with positional power Mending the World shows how use of these skills leads to high impact outcomes

Consultancy Skills for Mission and Ministry David Dadswell,2013-01-08 Consultancy is increasingly being used to support mission and to help church leaders and workers in the challenges they face in their work Helping churches and workers understand their situation and develop effective strategies demands skilful consultants who can handle issues of context and theology the characteristics of voluntary sector organisations and mission in a post modern world This guide to being a church consultant offers rigorous practical consultancy theory and tools as well as pointing to a rich range of methods and models for further investigation By integrating the insights of practical theory organizational studies the social sciences and a range of helping skills consultants will be able to support those who are leading change in churches in processes which are more explicit and carefully thought through than is often the case This book encourages consultants to develop their own model and practice built on a healthy cycle of sound theory evaluated practice and thoughtful feedback

A Complexity Perspective on Researching Organizations Ralph D. Stacey,Douglas Griffin,2005 This book applies complex responsiveness theory to real life leadership experiences and features reflective contributions from a number of leaders consultants and managers

*A Complexity Perspective on Researching Organisations* Douglas Griffin,Ralph Stacey,2006-02-01 Part of the Complexity as the Experience of Organizing series this book applies complex responsiveness theory to real life leadership experiences It features contributions from and details the experience of organizational practitioners leaders consultants and managers from various organizations through narrative accounts It addresses questions such as How do widespread or global patterns emerge and evolve in the local interactions between people What actually happens in global change programmes What does this imply about the relationship between



the local and the global Exploring the perspective of complex responsive processes the book s contributors examine how this assists them in making sense of their experience and how this awareness then leads to their development This book is a valuable study for academics business school students and practitioners as rather than offering mere descriptions of organizational life it provides reflective accounts of real life experiences of researching in organizations

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