

Coaching & Gestalt

a practitioner based, experiential 2 day workshop

Derived primarily from Gestalt Psychology, Gestalt Therapy was developed by Fritz Peris in the 1950s and gestalt training institutes and gestalt therapists are to be found worldwide. The application of gestalt in an organisational context goes back to the 1960s and has been used to underpin organisational development practices in corporate boardrooms, government agencies, leadership development programmes and now executive coaching.

The aim of the Gestalt approach is for a person to discover, explore and experience his or her own shape, pattern and wholeness. Analysis may be a part of the process, but the aim of gestalt is the integration of all disparate parts. In this way people can let themselves become what they already are, and what they potentially can become.

Petrushka Clarkson, *Gestalt Counselling in Action 2004*

At the heart of this is the process of managing change and an acknowledgement of the function of resistance.

Overview of the workshop

The focus of this two day workshop is to explore the application of Gestalt to coaching and to discover what it can offer the coach. Working with and in organisations is becoming increasingly complex and a gestalt framework is enormously useful and informative when the issues presented are ambiguous and the more usual rational approach proves ineffective.

The format of the two days is informal, experiential and semi-structured, allowing time and space for emergent learning. A gestalt approach offers a way of 'being', of developing presence so that the coach acts as an agent of change in a co-created relationship with the client. For this reason, there is a strong personal development component to this workshop.

Aims and objectives:

Participants will learn:

- ◆ How change takes place and the meaning of resistance;
- ◆ The importance of awareness and its relationship to change;
- ◆ How to bring yourself into the coaching relationship;
- ◆ How the cycle of experience can be used as a dynamic model to understand individual and group development.

Course facilitator - Marjorie Shackleton

With a psychotherapeutic and advanced coach training background, well honed through extensive experience developing individuals and teams in the US, Canada and the UK, Marjorie brings a unique blend of psychological and organisational experience to her executive coaching portfolio. She is on the Board of The Academy of Executive Coaching and as a member of the faculty has been involved with both the Foundation and Advanced Executive Coaching Training Programmes. More recently she designed and is delivering a Certificate in the Psychology of Coaching at the AEC. Marjorie is also a trained psychotherapist.

As an executive coach, she works with an individual developmental model underpinned by the belief that sustainable, organisationally relevant change often requires engagement on a personal as well as business level. Marjorie has a particular interest in leadership issues that arise when individual 'drivers' are in conflict with organisational needs and the creative solutions which emerge out of this so *paradox of leadership*. In her work as a coach supervisor she has trained with Peter Hawkins, Nick Smith and Michael Carroll and currently has an individual and group supervision practice.

Marjorie has an Advanced Practitioner Diploma in Executive Coaching awarded by the *Academy of Executive Coaching* (2002). She also gained a Diploma in Gestalt Psychotherapy from *Gestalt Education Midlands* (1998) and until recently maintained a private psychotherapy practice. Marjorie's undergraduate degree was in biological science; subsequent graduate work was in the clinical and social sciences.

Out of work hours, Marjorie fancies herself as the next Judi Dench, and when she is not performing, she indulges in the culinary and scenic delights of the Herefordshire countryside.

Who should attend?

This course is aimed at internal and external coaches, HR Training and Development Managers, OD Consultants and others who could benefit from learning from a gestalt approach to coaching as a way of providing insights into personal and organisational change.

To reserve a place on this course, contact Christine Singh at The Performance Coach, christine@theperformancecoach.com or call 0207 917 2863. Terms and conditions apply.

This workshop forms part of the MSc Coaching & Development run by The Performance Coach Ltd in partnership with Performance Consultants and the University of Portsmouth. More information on the MSc programme is available on www.theperformancecoach.com