



Organizational Consulting

A Gestalt Approach

Edwin C. Nevis

Organizational Consulting A Gestalt Approach

**Edgar H. Schein, Gerhard
Fatzer, Irmgard Hölscher**



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.

Prozessberatung für die Organisation der Zukunft Edgar H. Schein, 2000-04-01 Edgar Schein, Mitbegründer der Organisationsentwicklung, hat die Prozessberatung fit gemacht für das 21. Jahrhundert. Das vorliegende Buch ist schon jetzt ein Klassiker der Organisationsliteratur. Nach über 40 Jahren internationaler Erfahrung als Berater mit großen Unternehmen und allen Arten von Klienten und Kundenorganisationen gelingt es Schein, die wichtigsten Grundlagen der Organisationspsychologie in einer verblüffend einfachen Sprache darzustellen und kunstvoll ihren Gegenstand in seiner ganzen Komplexität zu erfassen.

Die Gestalttheorie 50 Minuten, 2018-12-13 In nur 50 Minuten die Gestalttheorie verstehen. Die Gestalttheorie beruht auf dem einfachen Prinzip, dass das Ganze mehr ist als die Summe seiner Teile. So kann der Mensch sowohl Objekte als auch Geschehnisse als Ganzes und nicht nur in deren einzelnen Details wahrnehmen. Oft geschieht dies sogar automatisch, beispielsweise beim Musikhören. Im Marketing wie auch in der Unternehmensführung können die Grundsätze der Gestalttheorie gewinnbringend eingesetzt werden. Dabei geht es in der Werbung hauptsächlich darum, einer Zielgruppe die gewünschte Botschaft zu vermitteln, indem die Wahrnehmung der potenziellen Käufer durch bestimmte Reize beeinflusst wird. In der Unternehmensführung hingegen kann durch die individuelle Wertschätzung eines jeden Mitarbeiters und das Hervorheben der Beziehungen zwischen den einzelnen Mitarbeitern eine neue Gruppendynamik geschaffen werden, die zu einem leistungsfähigeren Team führt. Nach 50 Minuten können Sie verschiedene Tendenzen der menschlichen Wahrnehmung erkennen, wichtige Elemente der Gestalttheorie in Marketingkampagnen ausmachen und für solche anwenden, einem Team dank eines ganzheitlichen Führungsstils zu mehr Leistung verhelfen. Anhand praktischer Beispiele wird die Theorie leicht verständlich veranschaulicht. So erhalten Sie einen interessanten und praxisorientierten Überblick über das Wesentliche. Der Einstieg in ein neues Kapitel Ihrer Unternehmensgeschichte. 50 MINUTEN DE BUSINESS MANAGEMENT UND MARKETING Was bewegt die Wirtschaftswelt? Mit der Serie Business Management und Marketing der Reihe 50 Minuten verstehen Sie schnell die wichtigsten Modelle und Konzepte. Unsere Titel versorgen Sie mit der notwendigen Theorie prägnanten Definitionen der Schl

sselw rter und interessanten Fallstudien in einem einfachen und leicht verst ndlichen Format Sie sind der ideale Ausgangspunkt f r Leserinnen und Leser die ihre F higkeiten und Kenntnisse erweitern m chten

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

The Wiley-Blackwell Handbook of the Psychology of Coaching and Mentoring Jonathan Passmore, David Peterson, Teresa Freire, 2016-08-08 A state of the art reference drawing on key contemporary research to provide an in depth international and competencies based approach to the psychology of coaching and mentoring Puts cutting edge evidence at the fingertips of organizational psychology practitioners who need it most but who do not always have the time or resources to keep up with scholarly research Thematic chapters cover theoretical models efficacy ethics training the influence of emerging fields such as neuroscience and mindfulness virtual coaching and mentoring and more Contributors include Anthony Grant David Clutterbuck Susan David Robert Garvey Stephen Palmer Reinhard Stelter Robert Lee David Lane Tatiana Bachkirova and Carol Kauffman With a Foreword by Sir John Whitmore

Die Kunst der Gestalttherapie Margherita Spagnuolo Lobb, Nancy Amendt-Lyon, 2006-05-23 Gestalttherapie verf gt ber eine gro e Bandbreite therapeutischer Interventionen Kreativit t ist entscheidend f r Gesundheit Wohlbefinden und Intelligenz Sie bef higt uns neue L sungen zu finden und uns in kritischen Lebenssituationen wenn n tig anzupassen Der Terminus kreative Anpassung unterstreicht die Bedeutung dieser Fertigkeit f r die pers nliche wie berufliche Entfaltung Dieses Buch betrachtet das fruchtbare Wechselspiel zwischen Theorie und Praxis historischen und philosophischen Grundlagen Fallstudien und speziellen Anwendungsbereichen Ein repr sentativer Querschnitt von Theoretiker innen aus Europa und den USA

Making Sense of Change Management Esther Cameron, Mike Green, 2019-11-03 This definitive bestselling text in the field of change management provides comprehensive guidance of everything needed to successfully navigate times of change Making Sense of Change Management provides a thorough and accessible overview for students and practitioners alike Without relying on assumed knowledge it comprehensively covers the theories and models of change management and connects them to workable approaches and techniques that organizations of all types and sizes can use to adapt to tough market conditions and succeed by changing their strategies structures mindsets leadership behaviours and expectations of staff and managers

This completely revised and updated fifth edition contains new chapters on digital transformation and becoming a sustainable business new material on resilience well being and effective leadership and new examples from organizations including Google Burberry and Volvo Supported by food for thought and stop and think features to aid critical thinking and understanding as well as checklists tips and helpful summaries Making Sense of Change Management remains essential reading for anyone who is currently part of or leading a change initiative New and updated accompanying online resources include international case study question packs for lecturers and lecture slides with reflective questions

The Complete Handbook of Coaching Elaine Cox,Tatiana Bachkirova,David Clutterbuck,2010 This comprehensive guide to coaching explores a full variety of coaching theories approaches and settings and offers strategies for the reader to identify and develop a personal style of coaching Written by leading international authors each chapter makes explicit links between theory and practice and generic questions will facilitate further reflection on the topic There are also suggestions for reading and short case studies This is the first book to explore the differences between the theoretical perspectives of coaching and the links between these perspectives in relation to contexts genres and media of coaching

Strategic Learning in a Knowledge Economy Robert L Cross,Sam Israelit,2009-11-03 Strategic Learning in a Knowledge Economy defines unique and powerful ways that organizations can foster learning at the individual group and organizational levels a capability critical to both strategic objectives and business performance The book explains how individuals and organizations learn clarifying cognitive and social aspects of the topic Readers will understand how learning enables organizations and individuals to better create assimilate and transfer knowledge Strategic Learning in a Knowledge Economy helps managers create individual and collective processes that maximize the quality of the knowledge created and learned and ensures this knowledge is effectively used The book appropriately redefines the frequently narrow and technology oriented view of learning and explains how an effective learning strategy ensures that a broad base of employees learn and implement vital organizational lessons Strategic Learning in a Knowledge Economy features focused discussions of organizational core competencies learning and innovation communities of practice assessing organizational learning capabilities and other important learning topics This authoritative compendium helps readers master organizational issues crucial in today s knowledge economy by

Die Qualitätstechnik FMEA als Lerninstrument in Organisationen ,2013-04-17 Patrick Stahl untersucht eine der bekanntesten Qualit tstechniken die Fehlerm glichkeits und einflu Analyse FMEA im Hinblick auf ihre Eignung individuelle und organisatorische Lernprozesse zu unterst tzen

Prozess und Philosophie des Helfens Edgar H. Schein,Gerhard Fatzer,Irmgard Hölscher,2011-07-22 Die massiven wirtschaftlichen und finanziellen Krisen der letzten Jahre haben deutlich gemacht dass den F hrungsverantwortlichen oft Kernkompetenzen des Managements fehlen Hier setzt Schein an und entwickelt wie man in pers nlichen Beziehungen Teams und Organisationen Hilfe professionell und verst ndnisvoll anbietet effektiv leistet und vertrauensvoll annimmt Hilfe als System Der Autor entwickelt in seinem neuen

Buch das sein System von Beratungswissenschaft abrundet wie man in pers nlichen Beziehungen Teams und Organisationen Hilfe professionell und verst ndnisvoll anbietet effektiv leistet und vertrauensvoll annimmt Hilfe als System In seinen Ans tzen von Prozessberatung Kulturentwicklung Karriereanker und F h rung sowie Lerngeschichte stellen die Konzepte von F h rung und Helfender Beziehung die Grundlagen jedes Ver nderungsmanagements dar Mit diesem Buch hat er sich der systematischen Darstellung von Hilfe als System angenommen Helping is a fundamental human relationship *The Chameleon Consultant* Andrew Holmes,2018-02-05 This title was first published in 2002 How do you add value to your clients Is it the process you use or the technical skills you deploy Or perhaps it s your ability to adjust the way you sell and deliver your services based upon your tacit understanding of your client s culture the way we do things round here Such chameleon like behaviour is fundamental to successful consulting and yet it is neither widely understood nor practised within the profession Until now This book describes a powerful way to improve the consultancy process from selling the service to delivering the engagement through a concept called cultural intelligence the missing dimension of effective consultancy By revisiting the consultancy process using a simple model of organizational culture this text creates a potent technique for tailoring the principal consultancy processes of selling relationship management account management and engagement management Such tailoring that ensures the consultant and consultancy firm can blend into their clients organizations more effectively and as a result add immediate and lasting value *Research in Organizational Change and Development* Debra Noumair,Abraham B. (Rami) Shani,2018-08-10 This volume provides new conceptual insights to help organizations improve health and wellbeing in society Some chapters do this by addressing macro level change some by highlighting evidence based change at the micro level and others by extending theory and integrating perspectives that heretofore have remained separate *Handbook of Counselling in Organizations* Michael Carroll,Michael Walton,1997-02-28 This major handbook covers all aspects of counselling within an organizational context The authors provide a thorough examination of all the key areas and concerns in the field including models of counselling in organizations assessing the organization for counselling provision introducing counselling into the organization how the organization can impact on the counselling process understanding and working with the organization as a counsellor evaluating counselling provision within organizations and training and supervising counsellors working with organizations *Contact and Context* Ty Francis,Malcolm Parlett,2016-11-25 This collection brings together some leading figures in Gestalt coaching to take stock of the field and consider how it might move forward It covers the principles of Gestalt coaching and encourages practitioners to rethink the application of Gestalt in new ways and new settings e g leadership management and team development Individual chapters also explore radical and personal perspectives on Gestalt coaching from considering the place of embodiment to being in coaching practice and looking at the transformational micro moments of the client encounter *Psychological Dimensions Of Executive Coaching* Bluckert, Peter,2006-10-01 What are the critical success factors in effective executive coaching What

are the key competencies of a psychologically informed coach What are the similarities and differences between coaching and therapy This book provides business coaches and management consultants with the framework for a psychological approach to executive coaching It shows how performance related issues in the workplace often have a psychological dimension to them and provides the reader with an understanding of how to work in more depth to help people resolve their issues and unlock their potential It analyzes what constitutes effective coaching stressing the importance of sound coaching principles good coaching process the desirable competencies of the coach the importance of the coaching relationship and the issue of coachability It also examines the impact of a stronger psychological approach to coaching exploring the key psychological competencies required how to develop them and the training and supervision issues implicit in this approach A recurrent theme is the personal development of the coach throughout the coaching process and Peter Bluckert highlights the contribution that the Gestalt perspective offers the coach through the use of self as instrument of change Anecdotes stories and case samples are used throughout the book to illustrate situations so that the reader builds a picture of what psychologically informed coaching looks like and how to practice ethically responsibly and competently Psychological Dimensions to Executive Coaching provides business and executive coaches management consultants human resource specialists corporate executives senior managers health social workers occupational psychologists teachers psychotherapists and counsellors with the essential information they need to be successful coaches and empower their clients

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

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 **Becoming a Resonant Leader** Annie McKee,Richard E.

Boyatzis,Fran Johnston,2008-03-06 What distinguishes great leaders Exceptional leaders capture passion They lead for real from the heart smart and focused on the future and with a commitment to being their very best As Annie McKee and Richard Boyatzis have shown in their bestselling books *Primal Leadership* and *Resonant Leadership* they create resonance with others Through resonance leaders become attuned to the needs and dreams of people they lead They create conditions where people can excel They sustain their effectiveness through renewal McKee Boyatzis and Frances Johnston share vivid real life stories illuminating how people can develop emotional intelligence build resonance and renew themselves Reflecting twenty years of longitudinal research and practical wisdom with executives and leaders around the world this new book is organized around a core of experience tested exercises These tools help you articulate your strengths and values craft a plan for intentional change and create resonance with others Practical and inspiring *Becoming a Resonant Leader* is your hands on guide to developing emotional intelligence renewing and sustaining yourself and your relationships and taking your leadership to a whole new level This book is ideal for anyone seeking personal and professional development and for consultants coaches teachers and faculty to use with their clients or students *Coaching for Change* John L. Bennett,Mary

Wayne Bush,2013-10-08 Current research indicates that approximately 70% of all organizational change initiatives fail This includes mergers and acquisitions introductions of new technologies and changes in business processes Leadership is critical in initiating driving and sustaining change to produce business results and executive coaching is the best way to support leaders at all levels *Coaching for Change* introduces a model for executive coaching that provides the tools and resources to support leaders in driving organization change In this book a number of coaching and change models are explored with the goal of integrating them into a framework that can be applied to the individual team or organization Bennett and Bush explain the theories behind both coaching and change and include practical sections on developing coaching skills A companion website supports this book as a learning tool featuring a curriculum instructor guides powerpoint presentations and more *Coaching for Change* is a valuable book for students in coaching change management or organizational development courses as well as professionals who want to develop their skills to drive successful change within their organizations

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