



Organizational Consulting

A Gestalt Approach

Edwin C. Nevis

Organizational Consulting A Gestalt Approach

David Casey



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. 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. **Coaching Approaches Compared** Tony Fusco, 2025-12-22 This book offers an overview and comparative analysis of four major coaching approaches: Cognitive, Existential, Gestalt and Systems. Psychodynamic coaching. Throughout this book, the author offers an introduction to coaching and its benefits. He delves into the importance of building a strong coaching relationship and the fundamental skills and competencies needed and then provides a comparison of the four different coaching models, approaches and philosophies.

along with their various tools and techniques He then explores how each approach addresses different dimensions of leadership and human growth Using identical fictional case studies Fusco demonstrates how each method responds uniquely to the same leadership challenges highlighting their distinct tools interventions and underlying philosophies This book will appeal to both novice and experienced coaches as well as leaders HR professionals and those curious about the evolving field of coaching and how integrative approaches can support complex organisational development *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

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 *Integrating Consciousness for Human Change* Joel H. Brown, 1996 This first volume in the series discusses a variety of topics in the field of confluent education including the confluent approach to organizational change and development and the place of group dynamics in confluent education **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

The Neurotic Behavior of Organizations Uri Merry, George Isaac Brown, 1987 Theories and Models in Applied Behavioral Science: Organizational , 1991 The Dynamics of Organizational Levels Nicholas S. Rashford, David Coghlan, 1994

Handbook for Theory, Research, and Practice in Gestalt Therapy Philip Brownell, 2008 Discusses the philosophy of science the need for research specifically focused on gestalt therapy and the critical realism and natural attitude found in both research and gestalt praxis This book provides discussions of qualitative and quantitative research and describes the methods of gestalt therapy as based in a unified theory Managing Learning in Organizations David Casey, 1993 This practical book aims to improve management skills in organizations David Casey s criterion for effective learning is changed behaviour not simply understanding the principles Exploring ways of supporting people in their attempts to do things differently the book calls on much practical experience with examples and case studies from industry local government and education groups as well as individuals and several chapters are devoted to managing learning in groups particularly groups working together as teams The role of group facilitator is analyzed in a practical way One chapter describes exciting new work in Digital helping teams to become self managed Another records breaking new ground at Ashridge where a learning based consultancy company has been developing A separate chapter is devoted to practical steps chief executives can take to promote their own learning Casey has some challenging suggestions about managing learning for the organization as a whole The book throws light on how a top consultant works and gives a glimpse of how consultants talk among themselves about their client systems

A Study of Commendable School Reform Consultants Ilene Mae Satchell, 2006 *Points of Influence* Morley Segal, 1997 Points of Influence provides a primer for understanding and influencing individual human behavior in the workplace With capsule introductions to the key personality theorists who have had the most profound effect on the study of motivation and human behavior Morley Segal shows how each theory can help managers gain a better understanding of human behavior and expand their managerial skills *Organizational Transformation* Amir Levy, Uri Merry, 1986-09-05 Organizational Transformation is the first book to analyze how organizations make it through difficult periods Based on case studies drawn from a variety of industries such as mental hospitals schools manufacturing companies and the American Wildlife Society this book offers practical advice on development strategies for managers and organization consultants The book is divided into four sections the first of which describes in detail the different approaches that have been developed to transform organizations The second section describes and compares some of the basic strategies used in transforming organizations The third provides the reader with a variety of theories and research on the topic and the final section conceptualizes and integrates these theories

Advances in Organization Development , 1990 **The 2006 ASTD Organization Development & Leadership Sourcebook** Mel

Silberman, Patricia Phillips, 2006 If you are looking for a sourcebook of cutting edge OD and leadership tools that can be used and adapted immediately this book is for you Trainers coaches consultants and team leaders will find this book an invaluable resource with its dozens of instruments handouts and practical guides for creating ready to use training materials Written by 47 world class consultants and facilitators The 2006 ASTD Organization Development Leadership Sourcebook allows you to customize games exercises learning activities assessment instruments handouts tip sheets and implementation guides materials you need by downloading all them from the accompanying CD ROM Focusing on the hottest topics facing organizations today this one of a kind resource is a field tested guide that will allow you to develop stronger leaders and healthier organizations **International Gestalt Journal** ,2004 Gestalt Practice Brenda B. Jones, Mary Ann Rainey, 2019-07-31 Gestalt Practice is a must read for organization development consultants executive coaches corporate leaders and managers Human Resource professionals community and institutional leaders Gestalt practitioners in general and students who want to learn from renowned experts how to effectively bring about meaningful and sustainable change using Gestalt theory and methods It will have appeal to those who wish to understand how to use Gestalt in their personal and professional lives Chapters highlight tips for application and practice from one of the major categories Roots of Gestalt Practice Gestalt Practice at Multiple Levels of System Gestalt Approach to Change Management and perhaps most notably a section devoted to improving organizational performance Authors are globally renowned consultants and coaches who are experts in organizational behavior and icons of gestalt practice Authors examine Gestalt from various perspectives spirituality neuroscience experiential learning use of self personal presence coaching change technology leadership and in villages and communities The book demonstrates the broad applicability of Gestalt It includes a complete glossary of Gestalt terms that will be of significant value as a handy reference to students who study Gestalt in academic settings and Organisation Development students professors and practitioners

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