



Gestalt Africa Leadership Programme

A 12 month immersion in Afrocentric Gestalt OD
for leaders, facilitators, coaches and consultants

The Gestalt Africa Leadership Programme supports growth and development in people, teams, organisations and systems. We offer processes and inputs that heighten introspection and awareness, empowering individuals to use their agency in work and social environments. We equip participants to manage the shift from new ideas and awarenesses, towards action and system's change, navigating the inevitable resistances that result. Participants will develop their presence and ability to influence through supervised client work with organisations in the countries we visit.

Programme Overview

The programme comprises 7 modules with a total contact time of 200 hours over 12 months.

In-person: Three 5½ day modules will be held in Accra (Ghana), Cape Town (South Africa) and Mombassa (Kenya)*

Virtual: Four 2 day sessions will take place on zoom, with pacing designed to support integration and application of learnings.



OCT 2023 22 - 28	Module 1: Understanding self In-person Ghana, Accra
NOV 2023 27 - 30	Module 2: Self care Virtual
FEB 2024 5 - 8	Module 3: Developing self Virtual
MAR 2024 3 - 9	Module 4: Use of self In-person South Africa, Cape Town
MAY 2024 6 - 9	Module 5: Leading DEI Virtual
	Individual coaching
AUG 2024 19 - 22	Module 6: Leading virtually Virtual
OCT 2024 20-27	Module 7: Leading change In-person Kenya, Mombassa

*Mombassa to be confirmed

What you will get out of the programme

By participating in the Gestalt Africa programme, you will:

1. Know yourself better and experience change in yourself in ways that enable you to manage and lead yourself and others with purpose, respect and mutuality
2. Expand your awareness and capacity to embrace and engage with multiple realities, multiculturalism, diversity, inclusion and belonging
3. Experience the profundity of wholeness, and become more competent in enhancing total wellbeing of self, community, and environment
4. Become familiar with key Gestalt Theories, Concepts and Models, such as Figure-Ground, Cycle of Experience, Unit of Work, Resistance, Use of Self, Level of System, and Paradoxical Theory of Change, and be able to use them to shift human systems
5. Experiment with and apply Gestalt tools and techniques to strengthen your leadership skills, widening and deepening your ability to perceive and manage phenomenology and human behaviour for organisational effectiveness and social transformation
6. Practise the craft of Gestalt and experience the magic of influencing and leading change at all levels of human systems and be able to recognise, embrace and work with resistance
7. Experience the essence and power of community and how to function generatively for self and the collective
8. Build your confidence and capacity to influence and work creatively with complexity and large human systems
9. Immerse yourself in, explore and grapple with the role of dynamics such as trauma, power and hierarchy, spirituality and religion, dance, music and art, as they relate to African or Afrocentric ways of being, organising and leading, and the demands of corporate leadership and social transformation

Methodology

Our programme is based on perception research from Gestalt psychology, learning and change practices from Gestalt therapy, and the application of both to organisational development and leadership. The content is also informed by the latest neuroscience research as applied to the workplace, especially the neuroscience underpinning emotional intelligence. We draw upon proven approaches from intercultural communication and diversity work, transactional analysis, and approaches to healing individual and collective trauma, as well as work in organisation behaviour and systems thinking.

The program learning spaces are designed and facilitated according to researched adult learning principles. We offer experiences for self and group activities, teaching inputs on relevant theories and concepts, opportunities for experimentation and action and reflection space for integration and assimilation of learning. Participants learning is further supported by individual coaching sessions with faculty, and engagements with client systems in the cities we visit.

Certification

This programme offers Gestalt Africa Practitioner certification in two areas:

- Leadership (for internal leaders and change managers)
- Organisation & Systems change (for external consultants and facilitators).

Certification is based on submission of a written account of how Afrocentric Gestalt learnings have been applied (6-12 months after completion of the course), and presentation of these learnings to a panel of senior Gestalt Africa faculty and associates. Fees will apply.



TRAINERS

Rev. John Nkum



John is an Organisation and Leadership Development expert and a Development Planning and Management consultant. He has worked as an international consultant, trainer and process facilitator in Africa and Europe for more than 30 years, for clients including GIZ, DFID, World Bank, UNICEF, SNV and IBM. He was a faculty member of the Gestalt Institute of Cleveland IOSD programme, and is currently a Partner of the iGOLD Centre GestaltOD Partners registered in the USA, that offers the International Organisation and Leadership Development (iGOLD) programme. He has been an executive coach to leaders in the public sector, corporate and non-profit sectors in Ghana, Nigeria, South Africa, Lesotho, Botswana, UK, Hungary, Ukraine, ECOWAS and AU Commission. John's professional experience covers diverse fields including peace and security, governance, agriculture and natural resource management, diversity, equity & inclusion, public financial management, organisation development and change management, project cycle management, monitoring, evaluation and learning, and behaviour change communication.

Chantelle Wyley



Chantelle Wyley is a coach, facilitator and trainer specialised in development project management training, facilitation training, leadership development, organisation development and systems change. She uses emotional intelligence, neuroscience and GestaltOD to coach and support leaders in project/program management, leadership and followership, personal development, diversity, and how to cultivate powerful personal presence and resonant relationships. She is a founder member of Gestalt Africa, and faculty on the International Gestalt Organization and Leadership Development (iGOLD) Program, and its predecessor the International Organization and Systems Development (IOSD) Program, since 2007. She has taught on the executive coaching programmes at the University of Witwatersrand Business School, and the Gordon Institute of Business Science. Chantelle is Co-chair of Baobab Consulting and Training (Cape Town, South Africa), and an associate of the Teleos Leadership Institute (Philadelphia, USA). She is accredited as a Professional Certified Coach by the International Coach Federation (ICF) and as a Master Coach by Coaches and Mentors South Africa (COMENSA), as a Gestalt Practitioner in Organisations (GPO) by the European Association of Gestalt Therapy (EAGT), and has been awarded a Lifetime Achiever award by the Gestalt Centre for Organization and Systems Development (Ohio, USA).

Jeremy Timm



Jeremy is fascinated by the human condition and the multifaceted ways in which humans engage with each other. He trained as a city and regional planner, cut his teeth in local government, and has spent much of his career exploring the factors that get in the way of great plans being implemented. He loves looking at issues from different attitudes and altitudes. He works in the fields of strategy, facilitation, training and coaching for clients in the public, non-profit and private sectors. He serves on the faculty of the International Gestalt Organization and Leadership Development Program (iGOLD). Jeremy is a director of Distillery Consulting.

TRAINERS

Ato Kwamina Nkum



Mr. Ato Kwamina Nkum works in Nkum Associates as an Organization Development Consultant with several years experience in facilitating organisational change towards increased effectiveness using systems thinking and other organisation development methodologies. He has facilitated OD interventions, multi-stakeholder dialogues, strategic planning, executive coaching, implementation design and training workshops and many others for clients in Ghana and internationally for public, private and non- government organisations. Mr. Ato Kwamina Nkum holds a practitioner certificate from the internationally recognized International Gestalt Organisation and Leadership Development Programme (iGOLD) and a Master's degree in Organization Development from American University/National Training Laboratory (AU/NTL), one of the most renowned organisation development training programmes in the world. He also has a BA (Hons.) degree in Psychology from Carleton University, Ottawa, Canada.

Cecilia Dei-Anang



Cecilia Dei-Anang is a management and organisation development consultant with 27 years experience in local and international consulting assignments. She specialises in leadership development, corporate communication, and executive coaching in the private, civil society and government sectors. Cecilia also works with media practitioners, offering training in strategic communication, and advises on digital transformation. Cecilia's clients include Tullow Oil, Nestle Ghana Ltd., Bank of Ghana, Airtel Ghana, Surfline Ghana, USAID, NHIS and TBI for Global Change. She is a founding faculty member of the Organisation Development Centre-Ghana, has a UCL Bachelor's degree in Philosophy (Politics & Economics), an MA in Marketing Management from Middlesex University, a Postgraduate qualification in Public Relations, and a Postgraduate certificate in organisation and systems development from the International Gestalt Organisation Development Institute of Cleveland, Ohio.

Michael Henderson



Michael is a coach and OD consultant focused on supporting individuals and organisations to build strong foundations for this growth. He spent the first 10 years of his career in the private sector, working in the UK and Southeast Asia before returning to South Africa to pursue an interest in psychology. He decided not to complete his clinical training, but human behaviour – and the forces that guide and shape it – remains his principal interest. He worked on organisational development projects in the private sector before joining National Treasury, where he worked for 8 years before leaving to establish Distillery. He is a certified coach and has completed a number of Gestalt related courses, including the prestigious International Gestalt Organization and Leadership Development Program (iGOLD) and has taught on faculty for Gestalt Africa since inception.

Testimonials

"The process of Gestalt will have great application for me in my work, on the one hand, and for my personal awareness on the other"

"What struck me the most was getting in touch with the experiential, getting in touch with my body, my feelings, and learning to observe those in others"

"Curiosity is an impactful skill as it enables awareness and acceptance"

"Affirming, encouraging, being invited to step away from regular behaviour and being reminded is really good too"

"I learned how to hold on to my awareness of the space between stimulus and response. It is so empowering"

"The world of Gestalt is amazing and enriching. The course is unique and exciting, it opens one to new possibilities of self discovery."

"The balance between content and training was great. A lot of courses don't have that much space to practise".

COURSE DETAILS

DATE 22 October 2023 - 27 October 2024

LOCATION Accra, Ghana | Cape Town, South Africa | Mombassa, Kenya | Online

REGISTRATION

<https://gestaltafrica.com/register>

Registration is open until 30 August 2023

Places are limited to a maximum of 35 participants

TUITION FEES

Participants from countries within Africa - \$4,950

Participants from countries outside Africa - \$5,950

- Tuition fees ex-VAT (VAT will apply to participants registering from South Africa)
- Early bird discount of 10% for applications received before 30 April 2023
- 100% of additional funding from countries outside Africa will be used to fund bursaries
- Fees do not include travel and accomodation costs

QUERIES

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www.gestaltafrica.com

