



Coaching and Mentoring

The Technicalities of Heightening Awareness and Expanding Choice

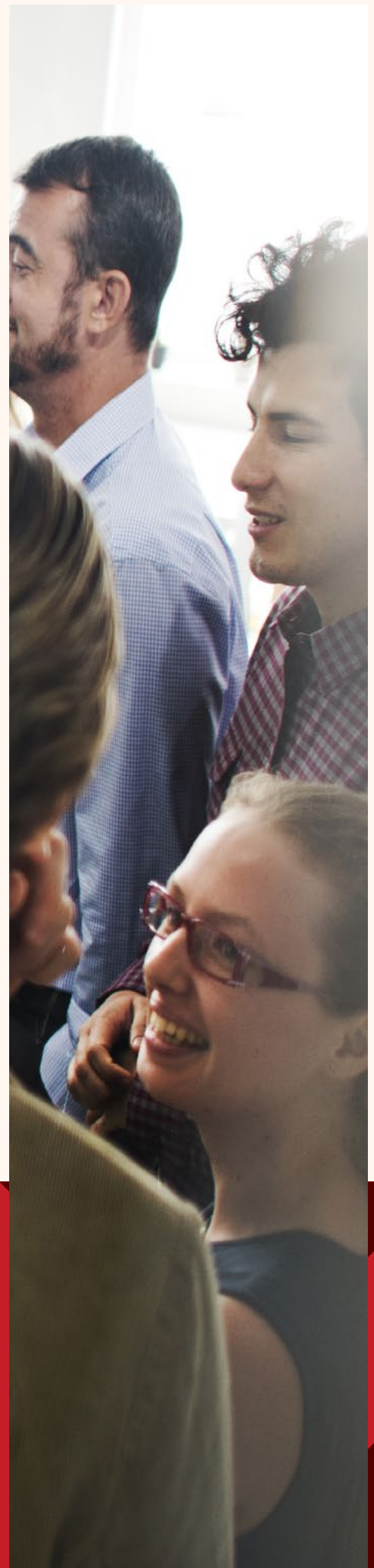
28 September 2023

Coaching and mentoring, and indeed any purposeful conversation between individuals (e.g. leader and follower, manager and direct report), involves layered and complex relational aspects as well as communications and understanding about the task or content of the discussion. An intent around facilitating change and learning invites us, as interveners in the lives of others, to be curious about how others learn, and how our actions, words, questions, statements, gestures, tone, behaviour or stance enable learning.

This online course focuses on the use of phenomenological observation as a key Gestalt skill in heightening awareness, and on the difference between the phenomenological data and interpretation or meaning making.

Who should attend

This focus course is appropriate for anybody who works in or with organisations (leaders, managers, facilitators, consultants, coaches, mentors and organisation development practitioners). Participants are expected to have attended a Gestalt Africa Introduction to Gestalt course, or similar.



What you will get out of the programme

- For coaches the workshop offers an alternative and complementary approach to the traditional coaching focus on asking 'powerful questions'. It offers coaches the opportunity to develop a skill that quickly and intensively heightens client's awareness, bringing an unusual depth to their change and learning process.
- For mentors the workshop offers a process approach to complement content transfer
- For leaders and managers the workshop offers skills in empathizing and communicating more effectively.

The course will attend to and build upon the following Gestalt principles and practice:

- The Cycle of Experience and Unit of Work as a model for coaching, mentoring and change conversations
- Phenomenological observation as the basic technical skill of Gestalt intervening / raising awareness (and the distinction between data and interpretation)
- The delivery of observations for intended impact; using theme, language and metaphor

Background to Gestalt

The Gestalt approach to working with(in) groups and organizations evolved out of psychological research into perception and its applications, Gestalt therapy and organisation development. The therapeutic model was originally developed as an alternative to Freudian psychoanalysis, by Fritz Perls in Germany, South Africa and the United States (1930s to 1970s). Gestalt therapy has gained a significant international reputation, and has been further developed and applied to couples, families, teams, organizations, large business systems, social services and economic development. It is used extensively in group work and in coaching. Gestalt perception research influenced the work of Kurt Lewin, the founder of modern organisation development and first to formulate a comprehensive theory of leadership. Gestalt practice is based on awareness, of self and of the other and the context. The ability to see / diagnose what is going on with others and to use the data collected to support others to develop heightened awareness, is a distinguishing quality that makes superb leaders, managers, and consultants. A Gestalt practitioner uses the self as a primary instrument: the basis of observation, data collection, and to design and implement interventions.



Trainers

Chantelle Wyley



Chantelle is a Director of Baobab Consulting & Training, a South African facilitator and coach with a background in community capacity building, training and consulting in socio-economic development. Her major focus is leadership development (training, facilitating, coaching) using Gestalt and Emotional Intelligence. She began her journey with Gestalt in 1995 and has trained with the Gestalt Institute of Cleveland, Ohio, and the Gestalt International Study Centre, Cape Cod. She is on the faculty of the International Gestalt Organization and Leadership Development Program (iGOLD) offered by the iGOLD Center (see www.gestaltod.org) and has taught coaching skills on the coaching programs of three South African business schools. She has been instrumental in (re)introducing Gestalt training in South Africa. She is also an associate of the Teleos Leadership Institute (Philadelphia, USA).

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

"Learning styles and how it impacts one's life. Context/perspective is everything! Awareness is key to Gestalt".

"By becoming self-aware and also aware of others and the environment, I decide how these stimuli impact me by controlling my contact boundary and responding more positively in all situations no matter how difficult".

"What impacted me is that as a prospective Gestalt practitioner, that my responsibility is not to solve problems, but rather to bring individuals to the point where they have realisations which lead them to solve their own problems".

"Allowing me to use the theories thought to practice"

"Context is key not only to understanding and being aware of ones state of being and their response to their environment and or situations; but it also enables me as a Gestalt leader to know how to intervene and engage in the process of reflection and or shifting the conversation"

"It is about process, being fully involved, honour the complete cycle, more questions, be ready to be surprised and be a bit uncomfortable in a positive way"

COURSE DETAILS

DATE 28 September 2023

TIME 09h30 - 16h30 SAST

PLACE Zoom (A link will be sent to registered participants a week before the workshop)

COST R3300 (excluding VAT), \$235, €235

REGISTRATION

<https://gestaltafrica.com/register>

Registration is open until 21 September 2023. Places are limited to a maximum of 20 participants.

QUERIES

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www.gestaltafrica.com

