



Focus Course

The Craft of Gestalt Facilitation

11 & 12 April 2024

A facilitator “contributes structure and process to interactions so groups are able to function effectively and make high-quality decisions.” (Ingrid Bens, 2012). This is certainly a skill to develop as our world becomes ever more complex! “Gestalt Facilitation” offers a unique approach to the “structure and process” of facilitation. This focus course explores this uniqueness. You will leave the course with greater energy and skills for your facilitation practice.

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). The prerequisite is that you are familiar with Gestalt OD language, concepts, principles and have experimented with Gestalt’s paradoxical approach to change.



What you will get out of the programme

- An overview of what facilitation is and why it is the competence leaders and professionals need now more than ever!
- Knowledge and application of the steps of the facilitation process as articulated by the International Association of Facilitators (IAF): Create collaborative client relationships, Plan appropriate group processes, Create and sustain a participatory environment and Guide group to appropriate and useful outcomes.
- Knowledge and application of key Gestalt frameworks and techniques for facilitation (Cycle of Experience, Paradoxical Theory of Change, Level of System, Unit of Work and Use of Self).
- Presentation of and exploration into Gestalt Facilitation case studies from the African continent.
- Exploration of various tools, technologies and resources that can be used for in person and online facilitation.
- Application of course theory and case study lessons to your own facilitation work through group work.
- A chance to meet and share experiences with fellow professionals on the journey of improving your facilitation practice.

Our approach to learning and leadership development is experiential, caters to different learning styles and works with the dynamics of the group. During the course, you can expect to receive feedback and learn from your peers in a supportive, energising and fun way. The focus course will be run virtually using a blend of platforms and approaches.

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

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.

Kubeshni Govender



Kubeshni Govender is a Knowledge, Learning and Media consultant. A media and communications professional by training, Kubeshni has over twenty years of production experience and served as a public sector communicator for ten years before specializing in knowledge management and learning. She is Chairperson of the Board of Associates of Gender Links (an NGO promoting gender equality and justice) and co-founded Each One Hold One (a rights organization focused on Women to Women support). She has a M.A. in Media Studies and is an alumnus of the International Gestalt Organisational Leadership and Development Programme. As a member of the International Association of Facilitators (IAF), Kubeshni represents the Southern African Region reporting to the Africa board. Kubeshni lives in Johannesburg and loves exploring her creative side through pottery and paint.

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 11 & 12 April 2024

REGISTRATION

<https://gestaltafrica.com/register>

Registration is open until 04 April 2024

COST

R4,250, US\$250, €O230

All prices ex VAT

QUERIES

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www.gestaltafrica.com

