



# Working with Resistance

Gestalt OD Masterclass Series



In today's world of relentless change and uncertainty, a frequent topic of coaching sessions and organizational life is resistance to change. Gestalt Africa is pleased to offer Working with Resistance, the first in a series of masterclasses using Gestalt in Organisations. This Resistance Masterclass is offered to those who have completed the introductory course (Living and Leading in Challenging Times: Using Gestalt OD to manage self, inspire others and impact systems), or other Gestalt OD courses.

This masterclass will use approaches from Gestalt psychology, therapy and GestaltOD to work with resistance from the perspective of a leader or intervener (consultant, coach, trusted advisor). It will explore the psychology of resistance, associated behaviours, and provide insights on how to effectively respond to resistance in individuals and teams.

**The Gestalt approach to working with resistance is distinctive:**

- It sees resistance as part of change, not separate from it.
- It applies a law of organisational physics: when a force for change manifests, an equal and opposite force for sameness will manifest.
- It notes that resistance represents forces for sameness when forces for change appear in a human system.
- It illustrates that resistance is indicative of multiple realities at play in a system.

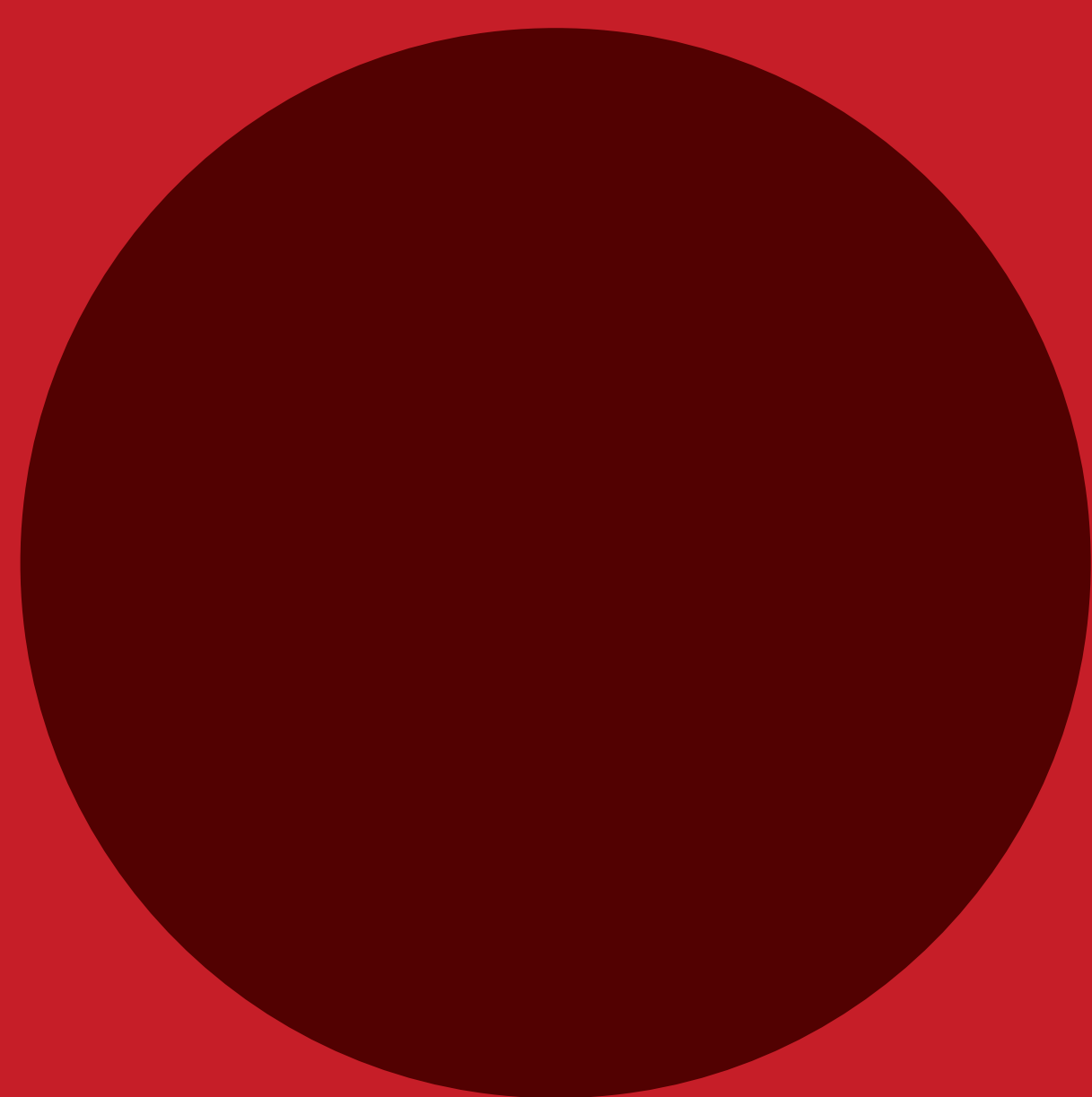
## Who should attend

This masterclass is appropriate for anybody who works in or with organisations (leaders, managers, HR practitioners, 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 course

- A succinct refresher on key Gestalt OD concepts (organism/environment, Cycle of Experience, paradoxical theory of change).
- Knowledge and understanding of the features of Gestalt-defined resistances (e.g. projection, deflection, introjection,...) as ways of responding to your context and environment.
- Practice in identifying these resistances and delivering interventions (coaching or consulting) that raise awareness for change.
- To see resistance as a rich source of data on organisational / group / team dynamics.
- An eye opening experience of being energized rather than disabled when working with resistance!

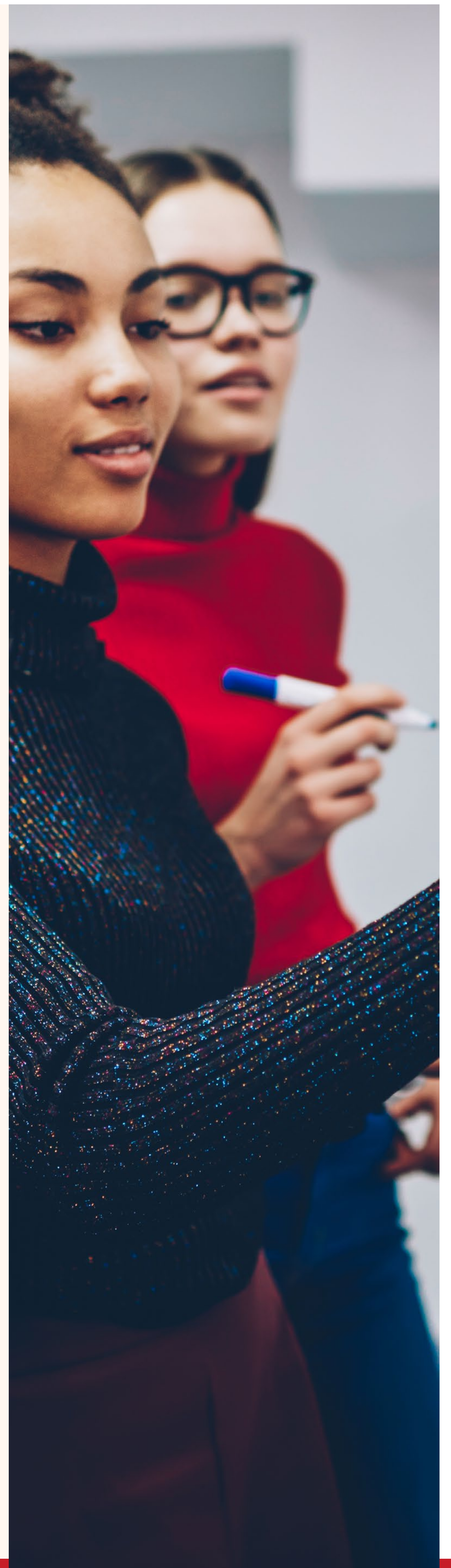
Our approach to learning and leadership development is experiential, caters to different learning styles and works with the dynamics of the group. During the course, you can expect to receive feedback and learn from your peers in a supportive, energising and fun way. The masterclass will be run virtually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





# TRAINER

Chantelle Wyley



This Masterclass will be led by Chantelle Wyley and supported by Gestalt Africa faculty. She is a Director of Baobab Consulting & Training, is 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](http://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).

## WHAT PAST PARTICIPANTS HAVE SAID

"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"

"Far more impactful than being at a conference - I'm so surprised to say that. I'd do longer sessions in person but a 2 day course is perfect online."

"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"

"The case consultation taught me how I can be supportive of others, rather than trying to rescue them or jumping into action"

"Really, really good; amazing balancing of energy, time management and spectacular tech. The intensity is impossible to avoid"

"The most impactful learning was acknowledging my self awareness and being able to interpret it in a way that is satisfying and challenging. I had time to reflect on my habitual behaviours and responses to situations."





## COURSE DETAILS

**Date:** The resistance masterclass will be held on Zoom on 23 May 2024

**Cost:** \$260 US. (excluding VAT)

**REGISTRATION:** <https://gestaltafrica.com/register>

**Registration is open until 16 May 2024**

Places are limited to a maximum of 20 participants.

**Queries:** [info@gestaltafrica.com](mailto:info@gestaltafrica.com)

