Organisations are the operative arm of any State and also the place where individuals realize their uniqueness and commitment to the world. They are essentially the contact boundary between individuals and society.

This book is a collection of practical experiences and theoretical reflections of some skilled trainers, coaches and consultants, who for many years have been using the Gestalt approach in their work with organisations. Each chapter is followed by a comment of an expert of the organisational and/or Gestalt field. This structure provides both a dialectical frame of reference for Gestalt therapy work in organisations and practical tools for working in various situations. Gestalt concepts will powerfully contribute to the maintenance and care of the organisational work.

The book is addressed to all organisational practitioners, coaches, consultants, counsellors and psychotherapists, who want to improve their skills to help people live better and give their very best to the organisation they are part of.

The aim is to support everyone’s sense of active commitment to society and enable a creative contribution to it.

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Preface, by Raymond Saner

Introduction, by the Editors

Acknowledgements

Part I – Fundamentals of Gestalt Approaches to Organisations


2. Gestalt Approach to Working with Organisations, by Joseph Melnick

3. Gestalt Anthropology for Businesses: How to Face Globalization, Solitude and Production, by Pietro Andrea Cavaleri


Part II – Organisational Development and Coaching

6. Phenomenological Research in Organisations, by Daan van Baalen. Comment, by Tore Gustavsen


10. Parallel Processes in Coaching and Organisational Counselling, by Frans Meulmeester Comment, by Frank Jansdam

Part III – How To Work with Critical Issues in Organisations

11. Flying Blind: Encountering Trauma in Organisations, by Sally Denham-Vaughan and Kate Glenholmes. Comment, by Bridget Jolliffe and Maggie Marriott

12. Dealing with Conflicts Within Organisations, by Elisa Mordocco and Carlo Cova Buonvino. Comment, by Mara Gorli

Part IV – Gender and Cultural Issues

13. Men and Women Working Together: The Dynamic Field In-Depth, by Sue Congram. Comment, by Jude Elliman


Afterword, by Sabrina Deutsch Salamon