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## **The Organization as Social-Microcosm: Gestalt Therapy Oriented Organizational Practice**

The author describes her gestalt therapy oriented approach to the social microcosm of her consulting assignment with a large business organization. Interventions at the individual, group, and organizational level have direct effects on the larger social field.

*Key words:* Organization, Business, team build, check in and check out, silo vs. cross-functional management

It is 1992, London. I am the head of the gestalt therapy training program at Metanoia Institute, a humanistic psychotherapy training institute in London. My background is as a psychotherapist, and as an organizational development consultant, I teach and consult in Europe, Israel, and Australia.

### *One Beginning*

My telephone rings. To my amazement, “P” from the Management Development Unit of a large European company invites me to teach gestalt therapy methodology to the leading team of her unit. In a very unusual set of circumstances — that is, unusual for a large business — and unnecessary to describe here, the team was previously exposed to a few basic theories of psychotherapy and they fell “in love” with gestalt therapy, as P described it. They have decided that it would be useful for them to make studying gestalt therapy part of their personal development plan (PDP). Every employee in the organization has a PDP that he or she “co-signs” with a line manager as a “personal objective.” This PDP is followed up at least twice a year.

### *Assessment and Evaluation*

Bewildered and somewhat skeptical of this invitation, in that I had never been asked explicitly to bring gestalt therapy into a corporate environment, I arrived at a decrepit, old mansion that was converted into a training center. The conversation with P became a journey during which P worked rather hard to convince me that gestalt therapy training would be relevant to the unit facili-