

# **MSc in Personal, Team & Organisational Development: A Systemic, Gestalt & Complexity Perspective**

## **Leading Transformative Change in a Volatile and Complex World**

*Validated by Middlesex University*

With Jenny Mackewn, Simon Cavicchia, Eliat Aram, Ty Francis, Sally Denham Vaughan, Martin Kalungu-Banda (of the Presencing Institute), Josie Gregory (of The Learning House), Steve Chapman (of CSS Change and Creativity Ltd), Stephan Harding (of Schumacher College), Julie Richardson (of Schumacher College) and pioneering practitioners in the field.

This course is for Leaders, Managers, Organisational Consultants, and Change Agents who wish to develop their theoretical, practical and personal skills to lead and facilitate transformative change in an increasingly volatile and complex world.

### **The Programme**

Our new programme offers a unique opportunity to join a learning community that focuses upon the development of inspiring Leadership and Facilitation - in the service of co-creating the future. It helps us to find and develop our Unique Voice as Leaders, Managers and Change Agents; to gain confidence, presence and personal power; and to work with transformative processes in order to create breakthrough and purpose in groups, businesses, communities, large systems and the wider field.

It addresses the challenges of leading, managing, facilitating and consulting in the midst of an increasingly volatile, unpredictable and complex world. It features a creative and relational approach to organizational and field development. It actively explores the systemic interconnections between organization and field and inquires into the responsibilities of business towards the field and the future and strives to create responsible economic businesses.

### **The Style**

We create a learning community which is participative and experimental. Participants include both experienced and less experienced practitioners. The experienced practitioners learn from the fresh approach of the less experienced, while the inexperienced practitioners learn from the wisdom of the experienced. Everyone contributes. Everyone learns.

All participants are supported to develop a compelling question regarding their own practice as Leaders, Managers and Change Agents; and then to actively explore that question through their participation in a dynamic Action Inquiry process. We invite participants to develop and trust different ways of knowing, including cognitive, intuitive, emotional and embodied knowing - while developing their capacity to trust the creative flow of the field/context.

## **The programme offers a rich mix of**

- Immersive Learning
- Skills Development and Holistic Practice during and between modules
- Creative Assignments including a dynamic Action Inquiry process
- Theory and Feedback on Personal Presence, Leadership and Facilitation
- Case Studies and Illustrative Stories
- Innovative examples: we invite practitioners to share pioneering practice during an evening of creative dialogue

## **The Practice**

From day one, we encourage participants to practice – practice in pairs, small groups and larger groups, within the training sessions; practice powerful public speaking, leadership, management, facilitation and/or consultancy in between modules; tell stories of the practice they have undertaken. Thus participants develop a culture of practice and active learning; and grow in confidence, energy and personal power as they integrate theory into practice.

## **The Philosophy**

While the course draws upon the whole field of organizational and field transformation, it specializes in contemporary Gestalt, Complexity and Systemic field approaches to leadership, consultancy and change. It thus emphasizes:

- The field and the inherent interconnectedness of all things and processes.
- The impact of the wider field upon the organization.
- The impact of the organization and the individual upon the wider field.
- The need for organizations and individuals to be more actively responsible for the well-being of the wider environment.
- The creativity of working with emergent, self-organizing – as well as planned - approaches to change.
- The power of attending to the phenomena of the actual experience in the here and now.
- The simplicity of conversation.
- The innovative possibilities that emerge between people in creative dialogue.
- A strategic and systemic approach to leadership, management, consultancy and change.
- An understanding of the pressing needs for transformative change in organizations and the wider field.
- Interconnections across different levels of the system: individuals, groups/teams, organizations, the socio-political and ecological context within which organizations exist.
- Inquiry into the meaning, purpose and responsibilities of individual and business life – as well as how to bring consciousness of these different dimensions into our practice as transformative leaders and change agents.

## **Who is it for?**

The course attracts, and is designed for leaders, managers, facilitators, coaches and consultants working with:

- People development
- Organizational development and
- Complex transformative change in communities and in larger systems and the wider socio-economic and ecological field
- Ethical responsibilities for the co creation of the future

It addresses the delights and the challenges of leadership and change management in public, private and voluntary sectors – within an increasingly volatile and complex world. It will also be of interest to coaches and psychotherapists who are seeking to shift their focus and work as OD/Change Leaders or Consultants within organizations, communities or the wider field.

## The Structure

The course is a part time Masters programme spread over two years – structured in modules of 4 days which encompass two week days and two weekend days (including one evening of innovative creative dialogue); so as to spread the impact upon work and family and minimize the time away from either. Most modules are taught face-to-face and require physical presence. Experimentation with virtual peer inquiry groups between modules will take place. The course is intentionally structured in this way so as to make it economic in time and accessible to students who live overseas.

## The Residential

A feature of the programme will be an off-site residential (during Year 2 of the programme) where participants are invited to participate in a complex and renewing environment where theory, practice and inter-connection with the wider socio-economic and ecological field is deepened and integrated. (The Residential is subject to a small additional fee for accommodation costs).

## Interconnected Benefits

The programme will be of direct benefit to both the participants and to the organizations or wider communities to which they belong – as participants are asked to show how they are applying their learning to the organizations and wider field in which they work - through their ongoing action research project and through their dissertation.

## Tutor Team

### **Programme Leader: Jenny Mackewn, Creative systemic catalyst, trainer, coach and author**

**Jenny Mackewn** is a creative catalyst and leader. She convenes a Masters Programme in Transformative Leadership at Metanoia; Leads Leadership and Constellations programmes at Schumacher College and Co-leads 'The Facilitator Development Adventure'. Jenny works in a variety of settings ranging from large commercial companies to small community enterprise. Her passion is to bring together diverse individuals, groups and communities to co-create interconnection and dialogue by combining planned and emergent approaches to change. Jenny has worked with the Nowhere Group, Harthill Consulting, Bath Consultancy Group, as a Fellow at Bath University School of Management and as a writer and campaigner for Friends of the Earth. She has written two books published by Sage and several chapters including "Facilitation As Action Research in the Moment".

**Simon Cavicchia**, MA (Oxon), MSc (Org. Change), MSc (Gestalt Psychotherapy), Dip. Supervision, UKCP. Simon is a coach, executive coach, organisational consultant, supervisor and a Gestalt psychotherapist. He has consulted at all levels in organisations working with individuals and groups. Organisational clients have included Marks and Spencer, BP, BT, Syntegra, Exxon, Barclays Bank, ICI, Microsoft, Breast Cancer Care, Petroplus, CAFOD, Hess Corporation, Lloyds of London and the World Health Organisation. He is experienced in approaches to adult education and was a lecturer on the MSc in Change Agent Skills and Strategies at the University of Surrey, School of Management for six years. He is currently Joint Programme Leader of the MSc/MA in Coaching Psychology at the Metanoia Institute. He is particularly interested in integrating relational and psychodynamic perspectives on organisational life and consulting, and is committed to continually researching how these perspectives can be used to inform effective practice in organisational settings. He supervises consultants and coaches, and has a psychotherapy practice in London.

## Special Guests

**Eliat Aram:** The CEO of the Tavistock Institute, Eliat is a UKCP registered Gestalt Psychotherapist, a Chartered Scientist Psychologist (BPS) and has been one of the pioneering members of the CMC (Complexity & Management Centre) of Hertfordshire University. She has written about Complexity and Gestalt theory in the process of education and learning. She specializes in supporting leaders to lead in conditions of high turbulence, uncertainty, ambiguity and rapid change.

**Ty Francis:** Ty has over 20 years' experience of consulting, coaching and facilitation with global commercial corporations and Public Sector organisations. He combines the disciplines of Change Management, Innovation and Corporate Communications. And he supports senior leaders and project teams to respond constructively to complex and conflicted circumstances through enabling them to confront unproductive patterns, while introducing new ideas for positive action.

**Josie Gregory:** Josie's work focuses on helping those who help others. She offers consultancy, coaching, personal and professional development and spiritual explorations. The aim is to foster greater qualities of leadership, and psychological and spiritual growth to all those who seek flourishing for themselves, and their clients.

**Sally Denham Vaughan:** Sally is the Co-Founder of Relational Change, an international organisation committed to the development of relational theory and practice in coaching, psychotherapy, community building and organisational change.

**Steve Chapman:** Steve is a consultant, writer and speaker on Organisational Change, Creativity and Innovation. He is fascinated as to how organisations *really* work as opposed to how they are *supposed* to work. He trains our participants in the art of improvisation and leadership.

**Bob Johansen (TBC):** Author of "Leaders make the future" and Founding Director of the Institute for the Future.

**Stephan Harding):** Resident Ecologist and Director of MSc in Holistic Science at Schumacher College, teaching on the core modules and as part of several of the short courses at the College. Further details to follow.

**Julie Richardson:** Founding Director of MSc in New Economics for Transition at Schumacher College. She has over 20 years international experience working across a range of sectors and. She has worked as a senior environmental policy advisor to the Prime Minister's Strategy Unit and as Principal Sustainability Officer for Jonathon Porritt's Forum for the Future.

The programme is further enhanced by real and exciting examples of organisational practice - led by innovative young managers, leaders and change agents – who are invited to present their pioneering work and join us for an evening of exciting exchange and creative dialogue.

**And other pioneering practitioners.**

## Entry Requirements

Normally the programme is a 2-year part-time Masters degree. Currently, we are offering a unique opportunity to obtain a Masters degree in just one year by applying for direct entry into Year 2 of the programme via an Accreditation of Prior Learning Process.

**Entry to Year 1** of the Masters is available to those who have a first degree and two years experience of working in organizations and/or the wider field or who can show (via Accreditation of Prior Learning) that they have completed the equivalent learning.

**Direct Entry to Year 2** of the Masters (via Accreditation of Prior Learning) is available to those who already have 3 years' experience of work in organizations and/or the wider field and enough experience of the

Systemic, Gestalt and Complexity approach that they can demonstrate they have fulfilled the learning outcomes of Year 1.

**Help with the Accreditation of Prior Learning Process** is available through:

- Individual coaching for Accreditation of Prior Learning
- Optional attendance of Introduction to Gestalt Workshops - for people who would like to brush up their Gestalt concepts and practice – as part of undertaking the APL process.

## Course Dates 2015-2016

**Year 1: Module 1**                      **Year 2: Module 4**

22<sup>nd</sup>, 23<sup>rd</sup>, 24<sup>th</sup>, 25<sup>th</sup> October 2015

### Virtual Day:

December 2015 (Date to be confirmed: This is not an optional day but a required and central part of the course)

**Year 1: Completion of Module 1 & Module 2**      **Year 2: Module 5**

28<sup>th</sup>, 29<sup>th</sup>, 30<sup>th</sup>, 31<sup>st</sup> January 2016

**Year 1: Completion of Module 2 & Beginning of Module 3**      **Year 2: Module 6**

28<sup>th</sup>, 29<sup>th</sup>, 30<sup>th</sup> April and 1<sup>st</sup> May 2016

**Year 1: Completion of Module 3**      **Year 2: Module 7**

21<sup>st</sup>, 22<sup>nd</sup>, 23<sup>rd</sup>, 24<sup>th</sup> July 2016

**Please note** these are the overall dates for Year 1 and Year 2 of the programme. Year 1 actually has 14 taught days plus 1 peer learning community day not 16 – you will be informed nearer the time which is the 1 date which does not apply to Year 1.

## Course Fees

<b>Year 1</b>	£5739 (subject to revision)
Application and Interview for Year 1	£155
Metanoia Membership	£80
Individual Coaching for year 1 only	Self-funded
<b>Year 2</b>	£6800 (subject to revision)
Accreditation of Prior Learning	£1250
Metanoia Membership	£80

## Venue

The courses will be held at Metanoia Institute, 13 Gunnersbury Avenue, Ealing, London, W5 3XD.

Please contact Sarah Osman our Academic Coordinator, at 13 North Common Road, Ealing, London, W5 2QB [sarah.osman@metanoia.ac.uk](mailto:sarah.osman@metanoia.ac.uk) to express your interest or to obtain an application form, details of the programme, application procedures and to confirm your interest.