



# Practitioner Certificate in Consulting and Change

## P3C 2020

By learning new theories and approaches that combine systems psychodynamics, social anthropology, complexity theory and socio-technical systems, you will develop an advanced understanding of consultancy practices, organisational culture and inter-personal and group dynamics.

### The value of taking P3C

1. You will be able to facilitate change and organisational development by offering clients a sophisticated approach that does not shy away from the often complex and messy relationships that are rooted in all organisations
2. Your professional standing will increase with your new expertise supported by the Tavistock Institute for Human Relations certification
3. The learning environment enables you to learn from other professionals from a range of industries and sectors through the sharing of experiences and practice.

### Who is this programme for?

- You are looking for a practical programme that will stimulate and challenge you and deepen your working practice
- You are someone working with change, an organisational consultant, or someone leading others through change in your own organisation or system
- You might be a senior manager or leader, work in HR or as a coach or an organisational psychologist, either in-house or freelance, and want to broaden your expertise
- As a leader or senior manager, you want to apply your learning to the live issues and dilemmas you are facing in your workplace

**A trans-disciplinary programme held at University of Cambridge with one module online**

**Module 1:** 18 – 20 May | residential

**Module 2:** 7 – 8 July and 14 July | online

**Module 3:** 31 Aug – 2 Sept | residential

**Module 4:** 9 – 11 Nov | residential

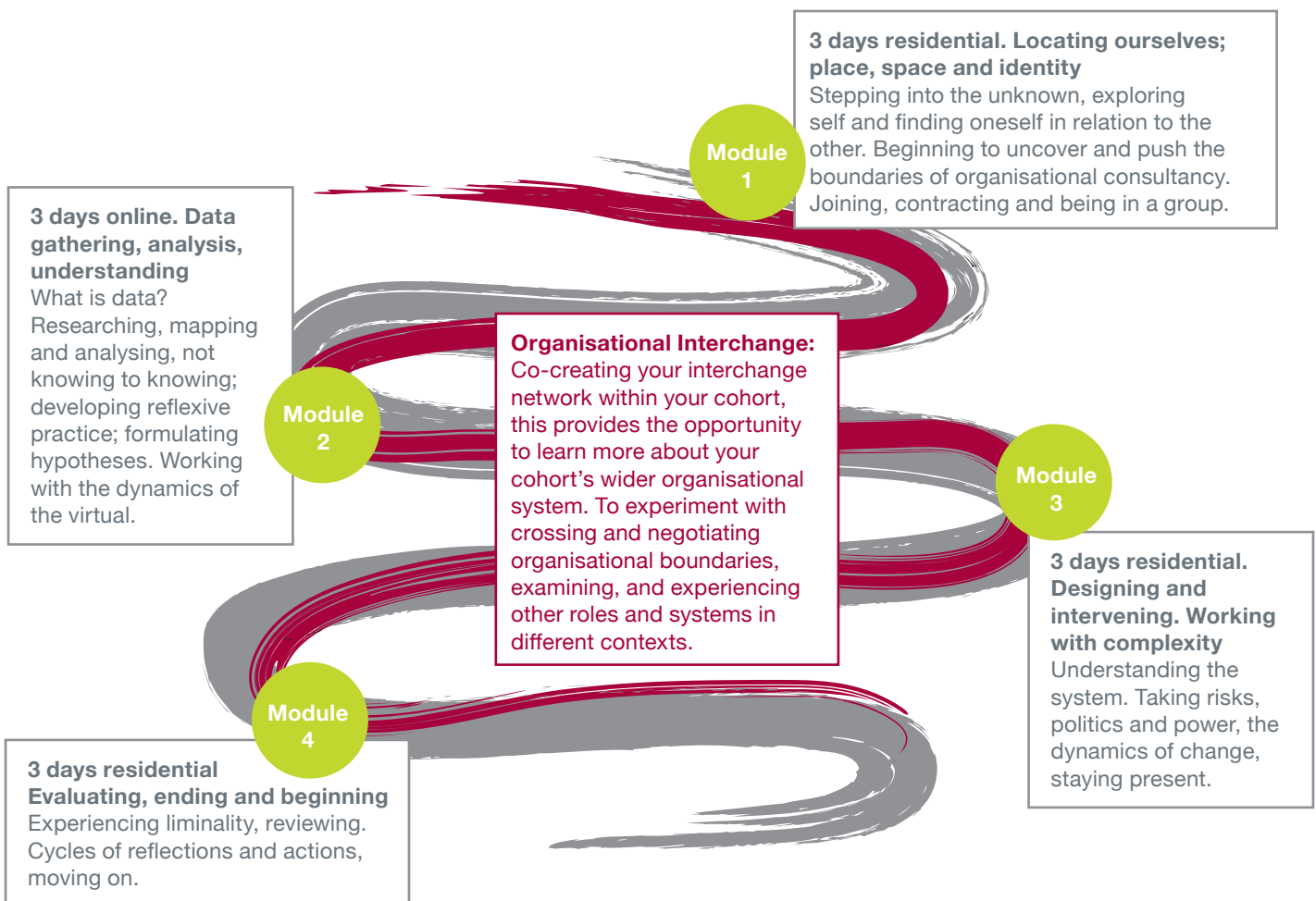
- You are interested to know more about the unconscious processes that shape organisational cultures and influence (and sometimes block or derail) our best efforts at enabling change
- You enjoy learning through experience and making sense of experience through the lens of a range of theoretical frameworks
- You enjoy working and learning with others, in a cohort
- You are curious to learn more about yourself and the dynamics of groups through an exploration of the group process of the cohort as it happens within the programme.

### During the programme, you will:

- Practice the skills of a Tavistock consultant, in the emergent, temporary organisation that is the programme
- Re-learn through practice and experience how you perceive yourself as a consultant
- Experience and learn about live inter-personal and group dynamics
- Be confronted by your assumptions and approaches
- Be challenged by what you learn
- Approach new ways of thinking and practising, tapping into your creativity
- Develop confidence to challenge, listen to and support others on the programme

## Programme Outline

This is a largely residential programme over 4 modules plus an Organisational Interchange, in which each participant conducts an exploration of another participant's organisation. The second module will be run online over three days. The consulting cycle provides a frame for the programme:



The modules consist of developing scenarios, experiential activities, consultations to practice, practice consulting and theoretical inputs. Throughout the programme, in both the modules and the spaces between them, you are invited to join our communications hub and develop your working community. You will have opportunities to shape aspects of the programme and draw on your professional and personal experiences to contribute to each other's development. Together we will craft the learning environment and content to address current practice issues and professional development needs.

## Assessment

To achieve The Tavistock Institute of Human Relations' Practitioner Certificate in Consulting and Change, participants are expected to attend the modules and submit a portfolio of work demonstrating development.

The portfolio includes a case study of working with a current client or project, personal reflection on your development journey and presentation of your profile as a consultant.



## Fees and Venue

The fee for all 4 modules is **£9,240** per applicant.

We offer a 400 Early Bird discount for applications received by **1 May 2022**. For your application to be considered, a **deposit of £924** is required. Please see the Terms and Conditions online.

### The Modules

**Module 1:** 18 – 20 May | residential

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The residential modules take place at:

### The Møller Centre at the University of Cambridge

Set in the beautiful grounds of Churchill College, Cambridge University, the multi-Gold award-winning Møller Centre brings the worlds of academia and business together and is inspired by Danish heritage – stunning art and design provide a backdrop to your learning experience.

The centre, dedicated and purpose-designed, is a fast and frequent 45 minutes by train from Kings Cross in central London and only 30 minutes by road from Stansted airport with central Cambridge, a 15 minute walk.

Food, service and domestic standards are first class with the ‘best breakfast in Cambridge’! There is state of the art tech support plus fitness gym facilities, tennis and squash courts.



## Further Enquiries and Applications

There are limited places on the programme so to avoid disappointment it is advised you apply early. The closing date for applications is 1 April 2022 Please apply and make your deposit here.

For more information please contact:  
**Emily Kyte, Administrator, E: [e.kyte@tavinstitute.org](mailto:e.kyte@tavinstitute.org)**

### About The Tavistock Institute of Human Relations

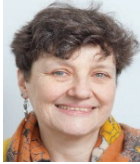
Since 1947 the Tavistock Institute has shaped the ways in which we understand how organisations work. Our thinking and approaches have helped define the parameters of organisational consultancy as a profession by exploring the deeper and unconscious patterns that define how organisations work.

It is a not-for-profit organisation which applies social science to contemporary issues and problems. The Institute is engaged with organisational development and change consultancy, executive coaching and professional development, evaluation and action research, in support of sustainable change and ongoing learning.

Our staff work creatively with people involved in innovative activities, working across boundaries or in difficult situations. We combine research and analytical skills with practical help in devising creative responses and in following through to implementation. We are particularly known for our capacity to work with issues that are otherwise hidden, sometimes unconscious.



## Core Faculty



**Anne Benson RMN RGN BEd (Hons) MA**

I began my career in general nursing and then mental health nursing. For the last twenty five years I have been working in practice-based consultancy, education and development, in the field of organisational change, leadership and team development. I have a particular interest and expertise in leadership development, organisational and team culture and dynamics, working through change and transition and working at and across boundaries; boundaries between professions, teams, services and agencies. My practice is informed by a blend of humanistic, psychodynamic and systems theories. I believe in working with the whole person in their particular context. I think systemically and I am interested in what goes on beneath the surface ie how our unconscious world impacts individually and systemically. My practice is grounded and practical. I encourage experimentation; working with people to identify solutions that they can test and learn from. I have worked in and with the NHS, Local Authority, Higher Education and third sector organisations as well as national bodies. I also have a practice as a Cognitive Analytic Psychotherapist.



**Camilla Child MA, MSc**

The practice I have developed over more than 25 years has led me to a deep understanding of the multiple processes underpinning organisational cultures, change, organisational design and the implementation of new services. Mostly in and with the public sector, my work also takes me into the worlds of key institutions and cross-boundary relationships, often working with the dynamics of the critical spaces in between, for example, departments, directorates or agencies and in the use of language and practices. I pay close attention to context and role, and draw on political science, organisational and learning theories, and systems psychodynamics to help clients make sense of interactions and support change. I bring all this to my teaching, and a willingness to enter into the collective enquiry to create meaning together. This will be my seventh year as faculty member for P3C.



**Dr John Curran**

I am an organisational development consultant, with over 20 years consulting for public sector organisations and global brands. I combine my expertise in the social sciences with process consulting, executive and systemic team coaching and strategic change in order to work with senior leaders and their teams to develop dynamic and collaborative organisational cultures that connect their values with those of their employees, and wider stakeholders. At the core of my work is a human-centred philosophy that embodies a systemic, facilitative and empathetic approach in order to generate positive and sustainable organisational cultures. As one of the pioneers of organisational anthropology, I developed the use of ethnographic and qualitative research to understand the deep-rooted cultural drivers that make teams and organisations think and behave in the ways that they do. This leads to identifying areas for change and development. I hold a PhD in Social Anthropology and have formal training in executive coaching (EMCC, EQA), systemic team coaching, facilitation, organisational process consulting, qualitative research and group psychoanalysis. I am a guest lecturer at Bayes Business School and a Visiting Scholar at the Royal College of Art in design anthropology. I am a fellow at the Royal Society of Arts (RSA), a TEDx speaker.

## Further Faculty members

The Practitioner Certificate in Consulting and Change is an innovative co-created programme. It draws both on the Institute's rich historical influence in the field of OD consultancy and change, as well as on dynamic and contemporary interventions that inform current global and multi-cultural OD practice.

With this in mind, programme participants will have opportunities to work with diverse OD practitioners from the Institute and elsewhere, to mobilise and explore different parts of our selves in order to develop more widely and deeper for a gestalt approach. These opportunities might include embodiment work; voice work; creative arts including film; photography; poetry; and/or storytelling etc.