

Organizations Connected



A Handbook of Systemic Consultation

Edited by David Campbell and Clare Huffington

Organisations Connected A Handbook Of Systemic Consultation

Elizabeth Kummerow, Neil Kirby



Organisations Connected A Handbook Of Systemic Consultation:

Organizations Connected David Campbell, Clare Huffington, 2020-06-16 This book shows the underlying thinking of experienced consultants deciding how to position themselves in organizations seeking to enable organizational change to occur and redefining their relationships with their clients over time and according to organizational need using a systemic lens

Being a Systems Psychodynamic Scholar Frans Cilliers, 2019-12-17 This Festschrift has been compiled by Sanchen Henning in honour of the work of Professor Frans Cilliers On behalf of colleagues and friends in South Africa and abroad she illustrates their appreciation and respect for his role as scholar in Systems Psychodynamics He produced various pioneering research projects in Organisational Psychology as his field of study through the Systems Psychodynamic lens A specific feature and contribution of the book is the application of Systems Psychodynamics to organisational matters and leadership consulting as well as to the lived experiences of postgraduate students and academics The chapters include themes relevant on individual group and organisational levels and are intended to contribute to the body of knowledge in the field

Clinical Practice at the Edge of Care Laura Smith, 2016-12-07 This book brings together psychological and psychotherapeutic contributions in clinical practice with at risk children and their families Chapters by experts working in a range of edge of care settings give an essential account of real world clinical challenges and dilemmas whilst drawing on relevant theory and the growing evidence base for edge of care work with children and families This title will be of interest to both clinical and social work practitioners those commissioning and developing best practice in edge of care services scholars and students of Clinical Psychology Systemic Psychotherapy and related disciplines

Leadership Team Coaching Peter Hawkins, 2011-04-03 Organisations are most effective when the teams accountable for the organisation s success are performing to the best of their abilities When the relationships within the team work well and all members of the team have a clear focus the team has a significant impact on achieving goals and building business Leadership Team Coaching is aimed at anyone whose role it is to encourage and develop a team Providing a thorough understanding of the role and importance the team has in contributing to an organizations objectives it provides the practical tools and techniques to facilitate effective team performance It includes guidance on all the key areas of team coaching including coaching the board and supervising team coaching and how a team can engage effectively with key stake holders in a collective manner Offering a practical road map with numerous examples Leadership Team Coaching brings together the latest research to teach you how you can develop people from disparate groups into a high performing team to transform your business

Handbook of Faith and Spirituality in the Workplace Judi Neal, 2012-12-09 While the field of management has developed as a research discipline over the last century until the early 1990s there was essentially no acknowledgement that the human spirit plays an important role in the workplace Over the past twenty years the tide has begun to turn as evidenced by the growing number of courses in academia and in corporate training and an exponential increase in the publications emerging

through creative interaction of scholars and practitioners in organizational behaviour workplace diversity sustainability innovation corporate governance leadership and corporate wellness as well as contributions by psychotherapists theologians anthropologists educators philosophers and artists This Handbook is the most comprehensive collection to date of essays by the preeminent researchers and practitioners in faith and spirituality in the workplace featuring not only the most current research and case examples but visions of what will be or should be emerging over the horizon It includes essays by the people who helped to pioneer the field as well as essays by up and coming young scholars Among the questions and issues addressed What does it mean to be a spiritual organization How does this perspective challenge traditional approaches to the firm as a purely rational profit maximizing enterprise Is faith and spirituality in the workplace a passing fad or is there a substantial shift occurring in the business paradigm How does this field inform emerging management disciplines such as sustainability diversity and social responsibility In what ways are faith and spirituality in the workplace similar to progressive and innovative human resource practices Does faith and spirituality in the workplace bring something additional to the conversation and if so what The aim of The Handbook of Faith and Spirituality in the Workplace is to provide researchers faculty students and practitioners with a broad overview of the field from a research perspective while keeping an eye on building a bridge between scholarship and practice

Ebook: An Introduction to Family Therapy: Systemic Theory and Practice Rudi Dallos, Ros Draper, 2024-06-06 Systemic family therapy owes a debt of gratitude to Rudi Dallos and Ros Draper who have delivered a fifth edition of the book that has provided essential scaffolding for systemic family therapists for over two decades This latest edition holds onto its original clear and coherent telling of the development of systemic family therapy Rachel Watson Institute of Family Therapy London UK Like a well constructed remix Rudi Dallos and Ros Draper have provided a tour through the landscape of family therapy and systemic practice from its historical beginnings through to the here and now I recommend this book without hesitation and reservation This remix should be listened to and returned to many times as it keeps on giving Dr Ram n Karamat Ali MSc Research Lead Manchester UK Director of Training and Development at KA Conversations Ltd With genuine enthusiasm I wholeheartedly recommend An Introduction to Family Therapy 5th edition by Dallos Draper Dr Sonam Pelden Academic Lead for Counselling School of Arts and Humanities Edith Cowan University Australia The fifth edition of the bestselling An Introduction to Family Therapy provides a comprehensive overview of the core concepts informing family therapy and systemic practice covering the development of this innovative field from the 1950s to the present day The book considers both British and International perspectives and includes the latest developments in current practice regulation and innovation examining these developments within a wider political cultural and geographical context The fully revised fifth edition also contains new material on Developments in Neuropsychology and Trauma Theory and its relevance for family therapy practice Illustrations of the techniques of the core schools of Family Therapy Updates on the research basis of Family Therapy This book is key reading for students and practitioners of family

therapy and systemic practice as well as those from the fields of counselling psychology social work and the helping professions who deal with family issues Rudi Dallos is Emeritus professor of Clinical Psychology University of Plymouth External examiner D Clin Psychology University Canterbury Christ Church External examiner University of Roehampton He presents training courses for the Institute of Family Therapy and Bowlby Centre London on a yearly basis He also leads on a variety of training events Relate UK Australian FT association Holland family therapy association Associations for Family Therapy Ireland Jersey and Plymouth He offers clinical supervision in a variety of contexts including Gloucester Eating Disorder Services Formulation Psychotherapy centre Dublin and Art therapies Ireland Rudi is working independently as a family therapist and offer an early intervention service in Devon Ros Draper is an independent family therapist with decades of experience in practice including working as an organisational consultant working therapeutically with individuals couples families and groups as well as working as a supervisor for therapists and coaches

Improving International Capacity Development J. Armstrong, 2013-05-07 Nothing is more important to a new fragile or developing nation than developing the capacity of its government to support national well being Every society is complex every government is complex Yet well intentioned international development aid born in an era of infrastructure projects continues to apply simplistic technical solutions to these wickedly complex development problems It s an outside in approach that rarely succeeds even by the development industry s own admission But out there amongst the billions of dollars of failed interventions there are bright spots of success places where capacity is harnessed not just for today but for tomorrow too What is working so well Drawing on research practical experience and stories of success Jim Armstrong explores these emerging approaches

Therapeutic Assessment and Intervention in Childcare Legal Proceedings Mike Davies, 2015-09-16 This book draws upon the author s first hand clinical experience as an Expert Witness in child and family legal proceedings to explore the success of psychotherapy assessments and interventions Focusing on families who are seeking to be re united after the removal of their children into foster care Mike Davies discusses critical aspects of therapy which can help to identify and engage those who will benefit from additional support Chapters combine heuristic case studies and narrative research methodologies considering parents stories self identity issues and assessment criteria to uncover an emerging framework that illuminates an innovative therapeutic approach Divided into three parts the book develops a comprehensive overview of and thorough investigation into therapeutic assessment during childcare legal proceedings including explorations into crucial issues such as how and why some families are granted therapeutic intervention as well as the level of understanding and expertise that professionals and local services can provide in these contexts Therapeutic Assessment and Intervention in Childcare Legal Proceedings will be of key reading for researchers academics and postgraduate students in the fields of child and adolescent mental health law social work and psychotherapy The book will also be of interest to social workers expert psychologists psychotherapists family therapists psychiatrists and those specialising in public law

An Introduction To Family

Therapy Dallos, Rudi, Draper, Ros, 2010-05-01 Lists of key texts and diagrams suggested reading organized by topic and practical examples and exercises are also used in order to encourage the reader to explore and experiment with the ideas in their own practice

Creating A Coaching Culture Hawkins, Peter, 2012-04-01 Creating a Coaching Culture provides a rich source of knowledge guidance and experience for anybody involved in the important business of helping drive coaching in organisations It builds on the Hawkins and Smith seven step model that we have used to guide our thinking and actions at Ernst Young After reading the book I take away a host of ideas and best practice that I will use in the business Ian Paterson Ernst Young LLP and MD EMCC UK Peter Hawkins draws on 30 years of international organizational change consultancy in Creating a Coaching Culture He offers seven steps numerous case studies and his real world experience Reading this book it is easy to pinpoint how far along one's organization has moved towards developing a sustainable coaching culture and what the next steps are Like Peter's other books Creating a Coaching Culture sits on my desk not my bookshelf because of its usefulness depth of thought and Peter's expertise Catherine Carr doctoral candidate in Leadership Development and Executive Coaching Carr Associates leadership coaching The book clearly outlines why the creation of a coaching culture is critical to the success of any organisation More importantly it describes the practical steps required to achieve this success and how you can measure progress and benefits along the journey Richard King Serial NED and Coach former Deputy Managing Partner for Ernst and Young In recent years the concepts of leadership culture and coaching culture have become increasingly intertwined to the extent that achieving a coaching culture is a common aspiration for organizations of all sizes Peter Hawkins brings the topic up to date using multiple case studies and an analytical approach that clarifies the challenges and how to address them David Clutterbuck Visiting Professor Oxford Brookes Sheffield Hallam Universities UK In this book Peter Hawkins brings together his extensive experience as a business leader coach consultant and leadership developer to provide a comprehensive handbook on how to help people teams and organisational stakeholders learn through the practice of coaching It will be of benefit not only to those engaged in the people development professions but also managers and leaders who are looking to enhance the value and potential contribution of their people Hilary Lines PhD Executive and Team Coach UK This is an eloquently written text that is recommended reading for coaches and mentors working in large organizations for human resource managers and corporate management teams EMCC's International Journal How do we create a coaching culture What will be the benefits for all parties How can we link it to the performance of our business How do we calculate the return on investment How do we make it sustainable Organizations are investing large sums of money in employing external and internal coaching and are increasingly under pressure to show a demonstrable return on this investment In this much needed book Hawkins gives a well researched and practical answer to the whole question of how you create a coaching culture and provides a step by step guide to implementing this change The book includes advice for both coaches and HR professionals on Establishing the right integrated mix of coaching by line managers internal specialized

coaches and external coaches Combining individual and team coaching and connect both to the organizational change agenda Harvesting the organizational learning from the thousands of coaching conversations A coaching style becoming a way of relating internally and externally to all the organization s stakeholders Case studies show how a wide range of international organizations have developed successful coaching strategies to increase the effectiveness of their businesses This book will provide you with valuable insights whether you are a coach an organization consultant an HR professional or a Chief Executive

Group and Team Coaching Christine Thornton, 2024-11-29 Group and Team Coaching is a best seller offering a new perspective on the secret life of groups the subconscious and non verbal processes through which people learn and communicate in groups and teams Originally published in 2010 and designed for easy navigation it is a highly regarded team coaching handbook and required reading on many courses This new edition is fully updated with a completely new chapter on working with groups and teams on virtual platforms including hybrid and blended working Christine Thornton uses key concepts from psychology group analysis and systems theory as well as her own extensive experience to give practical advice Topics include the invisible processes of group dynamics common dilemmas pitfalls of team coaching and how to avoid them pros and cons and best practice online how to design coaching interventions supervising coaching ethics Based on research and including many vignettes and case studies this new edition is essential reading for coaches working with groups and teams and leaders working with their own teams or commissioning coaching

Coaching, Mentoring And Organizational Consultancy: Supervision, Skills And Development Hawkins, Peter, Smith, Nick, 2013-06-01 Covering the essential key skills and personal development of the successful coach mentor or supervisor with guidelines for practice

Advancing Relational Leadership Research Mary Uhl-Bien, Sonia M. Ospina, 2012-10-01 Leaders and followers live in a relational world a world in which leadership occurs in complex webs of relationships and dynamically changing contexts Despite this our theories of leadership are grounded in assumptions of individuality and linear causality If we are to advance understandings of leadership that have more relevance to the world of practice we need to embed issues of relationality into leadership studies This volume addresses this issue by bringing together for the first time a set of prominent scholars from different paradigmatic and disciplinary perspectives to engage in dialogue regarding how to meet the challenges of relationality in leadership research and practice Included are cutting edge thinking heated debate and passionate perspectives on the issues at hand The chapters reveal the varied and nuanced treatments of relationality that come from authors alternative paradigmatic entity constructionist critical views Dialogue scholars reacting to the chapters engage in spirited debate regarding the commensurability or incommensurability of the paradigmatic approaches The editors bring the dialogue together with introductory and concluding chapters that offer a framework for comparing and situating the competing assumptions and perspectives spanning the relational leadership landscape Using paradigm interplay they unpack assumptions and lay out a roadmap for relational leadership research A key takeaway is that advancing relational

leadership research requires multiple paradigmatic perspectives and scholars who are conversant in the assumptions brought by these perspectives The book is aimed at those who feel that much of current leadership thinking is missing the boat in today's complex relational world It provides an essential resource for all leadership scholars and practitioners curious about the nature of research on leadership both those with much research exposure and those new to the field

Systemische Sternstunden Claude-Hélène Mayer, 2023-10-09 Die systemischen Sternstunden vermitteln neuartige Denkanstöße und inspirierende Tools für systemische Praktiker:innen, die neue Anregungen suchen, noch mehr in den Austausch mit anderen gehen wollen und tiefere Verbindungen erfahren möchten In sieben kurzen und prägnanten Kapiteln präsentiert Claude H l ne Mayer diese innovativen Themen und Tools Ikigai Ein japanisches Konzept zur Sinnfindung im Therapieraum Sinnlosigkeit und Fußball Albert Camus ganz praktisch TTT Technologie Tiefe Beziehung Therapie Die Liebe Kulturelle Perspektiven auf ein Gefühl Unter der Oberfläche Systemdynamiken durchschauen Die Theorie des Terrors oder was wir alles tun, um unsterblich zu werden Treebathing Die Natur neu erleben Jedes Kapitel gibt einen knappen theoretischen und praktischen Einblick in das jeweilige Thema, stellt den Bezug zur systemischen Praxis her und verdeutlicht diesen in Anwendungsbeispielen und Best Practices Ergänzende Reflexionsfragen können Berater:innen für sich selbst nutzen oder in systemischen Therapie und Beratungsprozessen einsetzen Gerade wenn es im beraterischen und therapeutischen Alltag herausfordernd wird, diese Zusammenstellung von überraschenden Interventionen und cleveren Tools bringt frischen Wind hinein

04-08-2019, **Positions and Polarities in Contemporary Systemic Practice** Sara Barratt, Charlotte Burck, Ellie Kavner, 2018-03-08 This book provides a rich collection of the work that has been informed by the ideas of the eminent family therapist and clinical psychologist Dr David Campbell, who died in August 2009 Contributors are drawn from different fields and describe models they have developed for organizational consultation, training, therapy and research The book includes a range of important topics: key ideas which thread through contemporary theoretical frameworks; a research study into young people's experience of parental mental illness and the application of Dr Campbell's use of semantic polarity theory in supervision research and clinical practice The innovative consultancy model developed by David Campbell with Marianne Groenbaek is elaborated here Personal accounts of work in different contexts include a priest consulting within his community, the use of self in training systemic psychotherapists, the experience of consultation in academic settings and a narrative of a training course for psychiatrists Interspersed with these chapters are David Campbell's own reflections concerning the development of his ideas and practice over time

Coaching and Mentoring Simon Western, 2012-07-18 Coaching is often discussed as if it is a new profession without adequate attention to how it has evolved, what underpins its practice or its training methods Situating coaching in a wider social and historical context Coaching and Mentoring that contemporary coaching theory is more a collection of models and approaches mostly transferred from psychotherapy theory

Coaching claims to liberate creativity but can also entrap us by individualizing social experience This vital new book brings a fresh and critical perspective on coaching and mentoring challenging its normative assumptions and narratives and proposing an ethical and emancipatory approach that takes it beyond instrumentalism and individualism *The California School of Organizational Studies Handbook of Organizational Consulting Psychology* Rodney L. Lowman, California School of Organizational Studies at Alliant International University, 2003-02-17 Discover a wealth of issues in the field of consulting psychology with this landmark book Explore key topics in assessment and evaluation building teams executive coaching career counseling interpersonal conflicts and relationships benefit design personality testing and much more Learn to delineate and better understand the wide array of information you are faced with and become more adept and knowledgeable in the field of consulting psychology This comprehensive volume has expert contributors recruited by the volume's editor himself an eminent educator and practitioner in the field You will get Special issues in consulting to specific types of organizations including industry schools government non profit and international Informative guidelines for professional practice procedures Organized sections on individual group and organizational issues And much more **Leadership** Simon Western, 2013-09-18 When Simon Western's Leadership text first published it received rave reviews from students academics and practising leaders and managers all over the world Written in an accessible style the book challenges the notion of the individual or hero leader Western develops the idea of leadership as a distributed process and provides a new framework for understanding and implementing this Part one deconstructs leadership providing a critical review and analysis of the key debates within leadership part two reconstructs leadership revealing the three dominant discourses of the Controller Therapist and Messiah and Eco leadership discourse Eco leadership captures new leadership ideas and practices for twenty first century organizations This widely anticipated second edition has been updated in line with recent events and the latest practice and research with end of chapter questions encouraging reflection on key issues This insightful and inspiring text draws on Western's diverse consulting experience combining theory and practice to offer insights into the real challenges facing leaders today It is ideal reading for MBA and postgraduate students of Leadership OB and HRM as well as practising managers and leaders An electronic inspection copy is available for instructors **Organisational Culture: Concept, Context, And Measurement (In Two Volumes)** Elizabeth Kummerow, Neil Kirby, 2013-09-12 In 1989 the prominent organisational culture scholar Stephen Ott lamented what he saw as the failure of the organisational culture perspective to have the kind of lasting influence whether empirical or in terms of its contribution to practice that had been hoped for In attempting to explain this state of affairs Ott observed that Some of the most important unanswered questions are methodological and without methodological advancement the perspective will not achieve maturity The situation today more than two decades after Ott voiced these concerns is that academics researchers and practitioners alike continue to struggle with the question of how best to decipher and measure an organisation's culture Organisational Culture Concept Context and

Measurement In Two Volumes aims to encourage an agenda for organisational culture research that gives a renewed emphasis to methodological issues In pursuit of this aim consideration is given to both conceptual questions and questions of measurement In Volume I of the book the main focus is on the concept of organisational culture Based on an analysis and critique of existing treatments as well as a comparison of organisational culture with a number of closely related concepts consideration is given to how the concept might usefully be elaborated and further refined In Volume II of the book the focus is on methodological issues Drawing on the findings of a series of empirical studies conducted over a number of years consideration is given to what would be required to develop a measure for organisational culture that is practically useful and also capable of accessing culture at its deepest and arguably most influential yet most elusive level In particular an approach is advocated that seeks to contextualise organisational culture in terms of various time and experience domains and that also promotes the use of attributions analysis as a means whereby to further understand culture at this level A valuable resource for scholars and practitioners alike the book provides readers who are interested in understanding the role and influence of culture in organisations with a comprehensive analysis of the development and application of the organisational culture concept For readers who are interested in conducting research into the measurement and practical application of organisational culture the book provides a methodological approach that can be used to guide their research

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