

ABSTRACT

This dissertation examines two main research questions. First, how is Gestalt best used in organisations? Second, what are the implications from the research for furthering the use of Gestalt in organisations?

My background working in multinational organisations, seeing the benefit my Gestalt training brought to my work and as a result the organisation in which I was working, prompted my interest in this subject and drove me to consider the use and effectiveness of Gestalt in the workplace. I examined Gestalt literature relating to previous work undertaken in organisations and interviewed three recognised practitioners in the field of Gestalt consulting to discuss their personal experience in the field and to address the implications for furthering Gestalt's use. I compared and contrasted the output from the theoretical literature (challenged by the relative dearth of material available) and the themed findings from the interviews.

The research highlights the challenges faced in using Gestalt in the organisational world, investigating the tensions that arise between typical behaviours, needs and outlooks of organisations and the principles of Gestalt. It also addresses the ways in which Gestaltists are adapting their approaches to achieve best results in the organisational environment and provides examples of success with Gestalt in organisations.

In considering the implications for furthering the use of Gestalt within organisations, I found that the area of Gestalt in organisational consultancy is a growing market and if Gestalt wants to thrive within it there is a need for more adequate supporting literature and material, more training programmes addressing the bridge between the organisation and Gestalt mindset and subsequently a greater number of high calibre Gestalt consultants actually practicing out in the field. The quality and quantity of these things is critical in influencing the future of Gestalt in organisations.