



# GO Coaching and Organisational Development

PROGRAM 2022/2023



**Gestalt in Organizations**  
CENTER FOR PEOPLE AND ORGANIZATIONAL DEVELOPMENT

# GO COACHING AND ORGANISATIONAL DEVELOPMENT PROGRAM

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GESTALT IN ORGANIZATIONS CENTER is a center for people and organizational development. GO center is an eclectic center where post-modernism came to life. We do a range of activities including coaching, organizational development consulting, and education of people that want to make a difference in the world as well as take care of themselves. GO center commits to build relationships with an international community of people who are committing to dialogue wherever they stand on this globe. In the catalog of offers we do different CPD training with colleagues from Norway and United Kingdom, coaching and consulting services provided for different companies, training programs for coaching and OD etc.

The GO Coaching and Organisational Development program is a program offered in collaboration with Relational Change. Dedicated for everyone interested in coaching and organizational development the program provides widening of the perspective of all participants. We work with real-life scenarios which the participants bring to the group. During the training we work one-on-one and in small groups. The program contains theory and practice and it incorporates different theoretical backgrounds - gestalt theory, relational gestalt, whole intelligence, complexity theory, theory U etc. A completion in the program enables participants to have a joint certificate from GO Center and Relational Change, UK with 35 accredited hours of ROG training in UK.

# CO-LEADERS OF THE PROGRAM

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**Angelika Burovski** is an Organisational Development Consultant and Coach. Passionate about how OD can be applied in wider Social system change, she dedicates her energy to building healthy capacities in individuals, teams and systems. An entrepreneur at heart, she believes in the positive impact that businesses can have on the community and the wider system. She is an accredited Gestalt therapist and Systemic Mapping coach, she uses Gestalt theory, Systemic Mapping and Whole Intelligence in her work as facilitator and coach. Angelika has a background in business and finance and has lived nearly half her life in Switzerland. Her exposure to a multicultural background from an early age has made her very sensitive to cultural differences and the benefit of dialogue across cultures. She believes in the interconnectedness of all parts of the field and in the responsibility that each individual and organisation has towards the well-being of the wider field.



**Frosina Ristovska** is Gestalt Coach, consultant, supervisor and EAP and EAGT accredited psychotherapist permanent member at GO Center Macedonia and co-leader of the Coaching program offered by Go Center. Coming from a health care sector Frosina has an extensive experience in Health Psychology and Gestalt Psychotherapy, managing complex workload and holding a leadership position. She is an assistant teacher in Organizational Psychology and Organizational Counseling at a private university in Macedonia. Her work is informed by the Gestalt approach as well as Systemic Mapping and she works from a relational stance. Her interest into teams and larger systems is supported by her belief that relations and authenticity are at the core of every healthy functioning organism and she supports the process of building resilience and health within systems and individuals. Frosina holds MSc in Psychology, she is PhD candidate in Organisational Psychology and certified supervisor from UK.

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year

# Module 1: Group Process, Personal Growth and Development

**Start:** 15 - 16.02.2020

**Subject:** Principles of group process, the role of personal growth and development in becoming a coach and OD practitioner

**Leaders of the module:** Angelika Burovski and Frosina Ristovska

## Goals:

The purpose of Module 1 is to support participants to relate to their own personal feeling, inspiration and intent to attend this program by getting to know the concept of Relational Gestalt and 'action inquiry' in the first person. We will go through the basics of the dialogue and look at how Gestalt is informed by Buberism. At the same time this module aims to enable the creation of group dynamics and the creation of a stimulating and supportive educational community in which different concepts are considered both theoretically and practically or experientially.

## Outcomes:

After completing this module, the participant will be able to:

1. Show skills in the basic application of first person action inquiry by articulating and formulating an AI question.
2. Demonstrate skills in the creation of a supportive and innovative educational community, demonstrating skills for participation, dialogue, giving and receiving feedback and presenting.
3. Demonstrate a basic understanding of relational Gestalt and knowledge of how Gestalt is informed through Buberism and the basic principles of relational dialogue.

## Skills set:

1. Presentation of the basics of relational dialogue and the theory and practice of the Gestalt.
2. Research how these concepts apply in and relate to different domains in organizations, the wider field and individual practice.
3. Basic presentation of qualitative research methodologies - action inquiry. Learning, Teaching and Evaluation Strategy.

## Learning methods will include:

1. Reading and learning resources based on relational dialogue, basics of gestalt and action inquiry.
2. Group conversation and dialogue, practical experimentation, small group work with feedback from group leaders and other participants.
3. Reflecting in the wider field - in the peer group, which the participants themselves form within the field of their work, in order to encourage self-reflective reflection and learning.

## Module 2: Developing a Presence and Awareness

**Start:** 25 - 26.04.2020

**Subject:** Presence and Awareness as basic concepts in Gestalt theory - Relational Gestalt

**Coaching Leaders of the module:** Angelika Burovski and Frosina Ristovska

### Goals:

The goal of module 2 is to support and encourage participants to look into the presence as a concept in Gestalt theory and to allow participants to have intense experience of increased presence by linking it with the transformative impact it has in their practice as leaders, managers and agents of change. By exploring the basic concepts for which the presence is defined in Gestalt theory, through experimentation and reflection each participant will be able to look at the way and the authenticity of which they carry themselves in the space. Participants will be introduced to the basics of Gestalt theory and the cycle of experience. At the same time, this module will focus on awareness as a concept associated with presence, and participants will have the opportunity to experiment with different skills and ways to increase awareness and presence.

At this level of the program we will experiment as a group and we will reflect and investigate the passion and purpose of each member of the group through first person action inquiry.

### Outcomes:

After completing this module, the participant will be able to:

1. Demonstrate understanding of the concept of presence and knowledge of the way in which presence can be an incentive and place for growth in coaching, working with teams and organizations, organizational development.
2. Show skills in the basic application of first person action inquiry by articulating and formulating an AI question.
3. Show skills to encourage awareness and exploration for their application at different levels and boundaries of the system.

### Skills set:

1. Presentation of the basics of the concept of presence and awareness in the theory and practice of Gestalt.
2. Research how these concepts apply in and relate to different domains in organizations, the wider field and individual practice.
3. Contact experience cycle.

### Learning methods will include:

1. Reading and learning resources based on the concept of presence, awareness, contact cycle, the basics of gestalt and action inquiry.
2. Group conversation and dialogue, practical experimentation, small group work with feedback from group leaders and other participants.
3. Reflecting in the wider field - in the peer group, which the participants themselves form within the field of their work, in order to encourage self-reflective reflection and learning.

## Module 3: Embodiment

**Start:** 13 - 14.06.2020

**Subject:** Embodying

**Leaders of the module:** Angelika Burovski and Frosina Ristovska

### Goals:

The goal of module 3 is to support and encourage participants to look at whole intelligence “whi” more specifically in embodiment as one of the five explorations. The aim is to enable the participants to have intense experience through various grounding techniques, linking it with the transformative influence they have in their practice as leaders, managers and agents of change. This module focuses on the holistic approach to Gestalt theory and how it has roots in holism and eastern philosophy. In the same time through introducing the concept of “whi” participants will have an opportunity to relate the explorations with what has been covered in the previous models.

### Outcomes:

After completing this module, the participant will be able to:

1. Demonstrate a basic understanding of the concept of embodiment and knowledge of the various grounding techniques, linking them to previous knowledge of secularity and presence.
2. Demonstrate skills in the advanced application of first person action inquiry by articulating and responding to the AI issue by linking the acquired knowledge.
3. Demonstrate basic knowledge and understanding of whole intelligence “whi”.

### Skills set:

- 1 Presentation of the basics of the concept of whole intelligence more specifically embodying as one of the five explorations.
- 2 Research how this concept applies in and relates to different domains in organizations, the wider field and individual practice.
- 3 Basic presentation of different grounding techniques.

### Learning methods will include:

- 1 Reading and learning resources based on the concept of whole intelligence more specifically on embodiment.
- 2 Group conversation and dialogue, practical experimentation, small group work with feedback from group leaders and other participants.
- 3 Reflecting in the broader field - in the peer group, which the participants themselves form within the field of their work, in order to encourage independent reflection and learning.



## Module 4: Responding to the Situation – Field Theory and Resilience

**Start:** 12 - 13.09.2020

**Subject:** Responding to the situation, Field theory and how it is implemented in working with groups and organizations; building resilience

**Leaders of the module:** Angelika Burovski and Frosina Ristovska

### Goals:

The goal of module 4 is to support and encourage participants to look at whole intelligence “whi” more specifically in responding to the situation as one of the five explorations. In this dynamic environment, whether we work on an individual level as a therapist or coach or at the wider system level as an organizational development consultant, we need to be informed by the field. Field theory is one of the basics of Gestalt theory. Responding to the situation and providing support to our clients to adequately respond to the different situations is an essential skill for practitioners. Through the application of the basic postulates of field theory, each participant will have the opportunity to experience and become aware of the various forces in the field and how they inform them. The model also aims to encourage participants to explore what conditions of the field support them in their resilience and how the individuals with whom they work can learn to be resilient and can further encourage them.

### Outcomes:

After completing this module, the participant will be able to:

1. Demonstrate an understanding of the concept of responding the situation and knowledge about different aspects of field theory as it informs us in our work as coaches and consultants for organizational development.
2. Field theory and interconnectivity and dependence on all parts of the field including the wider ecological field.
3. Demonstrate an understanding of the concept of resilience and knowledge as it can be built into our work as coaches and consultants for organizational development.
4. Show an opportunity to integrate previously mastered knowledge in building support systems and resilience and capacity to take initiative in experimenting with the group and working on group dynamics.

### Skills set:

1. Presenting the basics of the concept of whole intelligence more specifically responding to the situation as one of the five explorations.
2. Research how this concept applies to and relates to different domains in organizations, the wider field and individual practice.
3. Introduction of Field Theory and the Different Aspects of the same and how they are applied in working with individuals and wider systems.

### Learning methods will include:

1. Resource-based reading and learning related to the concept of whi and resilience-how it is built and developed.
2. Group conversation and dialogue, practical experimentation, small group work with feedback from group leaders and other participants.
3. Reflecting in the broader field - in the peer group, which the participants themselves form within the field of their work, in order to encourage independent reflection and learning.



## Module 5: Dialogue

**Start:** 14 - 15.10.2020

**Subject:** Develop personal presence as a coach, leader and facilitator

**Leaders of the module:** Angelika Burovski and Frosina Ristovska

### Goals:

The goal of Module 5 is to encourage the continuous innovative redefinition of a supportive learning community by introducing opportunities for phenomenological inquiry, creative dialogue and the use of a different creative ways. We will pay special attention to raising the awareness of each participants' authentic voice and personal presence. How has it changed since module 1? What are the positive points? What are the growing edges in terms of personal presence? We will also explore the basic requirements for dialogue, how it can be supported and facilitated.

### Outcomes:

After completing this module, the participant will be able to:

1. Conducting phenomenological inquiries on individuals, teams and organizations.
2. Display capacity and interconnected skills to combine personal presence, authentic voice and personal power as instruments or tools for leadership.
3. Facilitating dialogue.
4. Display skills in co-creating supportive and innovative educational community.

### Skills set:

1. Introduction of the 4 postulates for Dialogue in coaching.
2. Demonstration of advanced skills for use of dialogue in coaching relations
- 3 Understanding of the philosophy of Buber.

### Learning methods will include:

1. Reading and learning resources based on the concept of dialogue, the basics of gestalt and action inquiry.
2. Group conversation and dialogue, practical experimentation, small group work with feedback from group leaders and other participants.
3. Reflecting in the wider field - in the peer group, which the participants themselves form within the field of their work, in order to encourage self-reflective learning.

## Module 6: Group Dynamics

**Start:** 16 - 17.01.2021

**Subject:** Group dynamics - groups, field theory, overall intelligence, group work

**Leaders of the module:** Angelica Burovski and Frosina Ristovska

### Goals:

The goal of module 6 is the program participants to make exploration of group dynamics and theoretical fundamentals in Gestalt theory. By reflecting in the current group dynamics and working in small groups, each participant will have the opportunity to develop sensitivity to group dynamics and how it relates to field theory and the 5 explorations of whi. Through theoretical knowledge, participants will receive information about the specifics through which a group as a system passes and how different changes in the system are reflected in group dynamics.

### Outcomes:

After completing this module, the participant will be able to:

1. Demonstrate a basic understanding of group dynamics and how it relates to field theory and the 5 explorations of the whole intelligence.
2. Demonstrate the opportunity to integrate previously mastered knowledge.
3. Show capacity to take initiative in experimenting with the group and working on group dynamics.

### Skills set:

1. Presentation of the basics of group dynamics and the specifics of the group.
2. Research how these key concepts apply in different areas of the organization, the wider field and in individual practice.
3. Integrating previous knowledge and presenting it can help us in working as coaches and consultants for organizational development.

### Learning methods will include:

1. Reading and learning resources based on group dynamics and group work.
2. Group conversation and dialogue, practical experimentation, small group work with feedback from group leaders and other participants.
3. Reflecting in the broader field - in the peer group, which the participants themselves form within the field of their work, in order to encourage independent reflection and learning.

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## Module 7: Coaching Systemic Mapping

**Start:** 13 - 14.03.2021

**Subject:** Developing systemic mapping skills

**Leaders of the module:** Angelika Burovski and Frosina Ristovska

### Goals:

The purpose of Module 7 is to introduce the participants to the practice of system mapping. Over the course of two days, several types of system mapping will be considered. A link will be made between systemic mapping coaching and gestalt field theory. Mackewn's (2015) CLEAR model will be covered.

### Outcomes:

After completing this module, the participant will be able to:

1. Demonstrate understanding of the theory of systemic mapping.
2. Demonstrate knowledge of how to do mapping.
3. Integration of skills in coaching sessions.

### Skills set:

1. Ability to make your own map.
2. Use of the 4 ways of knowing.

### Learning methods will include:

1. Reading and learning resources based on the concept of systemic mapping and how it relates to whole intelligence.
2. Group conversation and dialogue, practical experimentation, small group work with feedback from group leaders and other participants.
3. Reflecting in the wider field - in the peer group, which the participants themselves form within the field of their work, in order to encourage self-reflective reflection and learning.

## Module 8: Coaching Systemic Mapping – continued

**Start:** 15 - 16.05.2021

**Subject:** Developing systemic mapping skills

**Leaders of the module:** Angelika Burovski and Frosina Ristovska

### **Goals:**

The purpose of Module 8 is to introduce the participants to the practice of system mapping. Over the course of two days, several types of system mapping will be considered. A link will be made between systemic mapping coaching and gestalt field theory. Mackewn's (2015) CLEAR model will be covered.

### **Outcomes:**

After completing this module, the participant will be able to:

1. Demonstrate understanding of the theory of systemic mapping.
2. Demonstrate knowledge of how to do mapping.
3. Integration of skills in coaching sessions.

### **Skills set:**

1. Ability to make your own map.
2. Use of the 4 ways of knowing.

### **Learning methods will include:**

1. Reading and learning resources based on the concept of systemic mapping and how it relates to whole intelligence.
2. Group conversation and dialogue, practical experimentation, small group work with feedback from group leaders and other participants.
3. Reflecting in the wider field - in the peer group, which the participants themselves form within the field of their work, in order to encourage self-reflective reflection and learning.

## Module 9: Foundations of Relational Gestalt

**Start:** 12 - 13.06.2021

**Subject:**

**Leaders of the module:** Angelika Burovski and Frosina Ristovska

### **Goals:**

The purpose of Module 9 is to introduce the participants with the foundations of Relational gestalt, a new paradigm developed by Marie-Anne Chidiac and Sally Denham-Vaughn at Relational Change, UK. In this first module of the four consecutive models we will be exploring the ideas behind Relational gestalt and the SOS model in the basic of it. Participants will be encouraged to experiment with previously acquired knowledge through the three different lenses of the SOS model.

### **Outcomes:**

After completing this module, the participant will be able to:

1. Demonstrate understanding for the different concepts in Gestalt theory, the SOS model and how it can be used in coaching and organizational development.
2. Demonstrate knowledge and skills to integrate the previous acquired knowledge.

### **Skills set:**

1. Understanding the SOS model.
2. Working with the model in small and in the large group.
3. Skills for coaching and group work.
4. Understanding of the pillars of Gestalt theory.

### **Learning methods will include:**

1. Reading and learning based on resources related to Relational Gestalt.
2. Group discussion and dialogue, practical experimenting, work in small groups with feedback from the leaders and other participants.
3. Reflecting in the wider field - in the peer group, which the participants themselves form within the field of their work, in order to encourage self-reflective reflection and learning.

## Module 10: Self – Relational Gestalt

**Start:** To be confirmed

**Subject:**

**Leaders of the module:** Angelika Burovski and Frosina Ristovska

### Goals:

The goal of this module is exploring the theory and practice of Relational Gestalt. Through this model we will explore the different models of work in Relational gestalt and an accent of working with this type of model will be placed. Participant will be invited to reflect on the different ways of use of Self as instrument through the lenses of the SOS model. The use of Self as instrument is an essential pillar to OD and Coaching work. This module will focus on the self as a concept, the theory behind it as well as the role of the self in dialogue and change processes.

### Outcomes:

After completing this module, the participant will be able to:

1. Demonstrate understanding for the different concepts in Gestalt theory, the SOS model and how it can be used in coaching and organizational development.
2. Demonstrate knowledge and skills to integrate the previous acquired knowledge.
3. Demonstrate specialized skills for participative leadership and capacity for authentic clarity even in complex situations.

### Skills set:

1. Understanding the theory underlying Relational Gestalt.
2. Working 1 on 1.
3. Working with the model in small and in the large group.
4. Experimenting.

### Learning methods will include:

1. Reading and learning based on resources related to Relational Gestalt.
2. Group discussion and dialogue, practical experimenting, work in small groups with feedback from the leaders and other participants.
3. Reflecting in the wider field - in the peer group, which the participants themselves form within the field of their work, in order to encourage self-reflective reflection and learning.
4. Action Inquiry – 20 min presentation.



## Module 11: Other – Relational Gestalt

**Start:** To be confirmed

**Subject:**

**Leaders of the module:** Angelika Burovski and Frosina Ristovska

### Goals:

The goal of module 11 is to introduce participants with the foundations of Relational gestalt, specifically with Other as another lens of the SOS model. Participants will be encouraged to experiment with previously acquired knowledge through the three different lenses of the SOS model. This module is focused on the other in the relationships. What does the other represent? How do we recognize it? The use of dialogue as a mean of co-creation between self and other will be presented and explored.

### Outcomes:

After completing this module, the participant will be able to:

1. Demonstrate understanding for the different concepts in Gestalt theory, the SOS model and how it can be used in coaching and organizational development.
2. Demonstrate knowledge and skills to integrate the previous acquired knowledge.
3. Demonstrate specialized skills for participative leadership and capacity for authentic clarity even in complex situations.

### Skills set:

1. Understanding the theory underlying Relational Gestalt.
2. Working 1 on 1.
3. Working with the model in small and in the large group.
4. Experimenting.

### Learning methods will include:

1. Reading and learning based on resources related to Relational Gestalt.
2. Group discussion and dialogue, practical experimenting, work in small groups with feedback from the leaders and other participants.
3. Reflecting in the wider field - in the peer group, which the participants themselves form within the field of their work, in order to encourage self-reflective reflection and learning.

## Module 12: Situation – Relational Gestalt

**Start:** To be confirmed

**Subject:**

**Leaders of the module:** Angelika Burovski and Frosina Ristovska

### Goals:

The purpose of Module 12 is to introduce the participants with the foundations of Relational gestalt. In this module we will be exploring the Situation as the third lens in the SOS model. Participants will be encouraged to experiment with previously acquired knowledge through the three different lenses of the SOS model. We are of the field, affecting each and every situation by our presence. Raising awareness to the complexities of the field around us and the situations we might find ourselves in as well as meet our clients in are essential for nurturing a dialogical relationship and finding the leverage points for change.

### Outcomes:

After completing this module, the participant will be able to:

1. Demonstrate understanding for the different concepts in Gestalt theory, the SOS model and how it can be used in coaching and organizational development.
2. Demonstrate knowledge and skills to integrate the previous acquired knowledge.
3. Demonstrate specialized skills for participative leadership and capacity for authentic clarity even in complex situations.

### Skills set:

1. Understanding the theory underlying Relational Gestalt.
2. Working 1 on 1.
3. Working with the model in small and in the large group.
4. Experimenting.

### Learning methods will include:

1. Reading and learning based on resources related to Relational Gestalt.
2. Group discussion and dialogue, practical experimenting, work in small groups with feedback from the leaders and other participants.
3. Reflecting in the wider field - in the peer group, which the participants themselves form within the field of their work, in order to encourage self-reflective reflection and learning.

## Diploma Dates – Separation and Integration

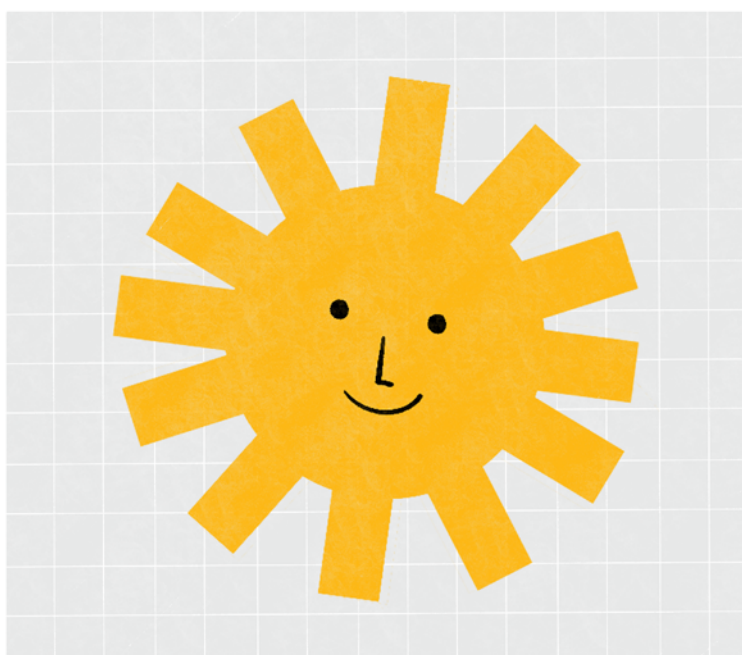
**Start:** To be confirmed

**Leaders of the module:** Angelika Burovski and Frosina Ristovska

### Goals:

This is the last module of the program. Through the curve of Kugler Ross, we will go through the stages of change and separation that appear at the end of the coaching relationship. We will have the opportunity as a group to discuss the highlights of the program as well as parts that could have been improved and disappointments.

These two days will also include intensive 1 on 1 practical work and working with the whole group so that there can be consolidation of previously acquired knowledge through the program and reflection on the AI questions that each participant individually developed through the program.




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## ADDITIONAL INFORMATION

Each module will be covered over 11 hours in two consecutive days – 8 hours Saturday afternoon and 3 hours Sunday morning.

**In order for participant to qualify for the diploma several requirements should be met:**

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- 3 Action Inquiry 500 words each
  - 1 Case study of 3500 words
    - Description of case
    - Use of self as instrument
    - Gestalt Theory/Map
    - Literature review
  - 40 hours coaching practice
  - 15 hours individual coaching at set price of 15€ per session
  - 10 hours individual supervision at set price of 20€ per 45 minute session
  - 30 hours group supervision at set price of 20€ per three hour session

**The cost for the 2 years of the program is 1500€ in total or 750€ euros per year, with a possibility of 10% discount if paid before Module 1.**

## Contact us



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## Find us



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