

Women in HR - Building Resilience, Collaboration and Responsiveness

PREPARED BY

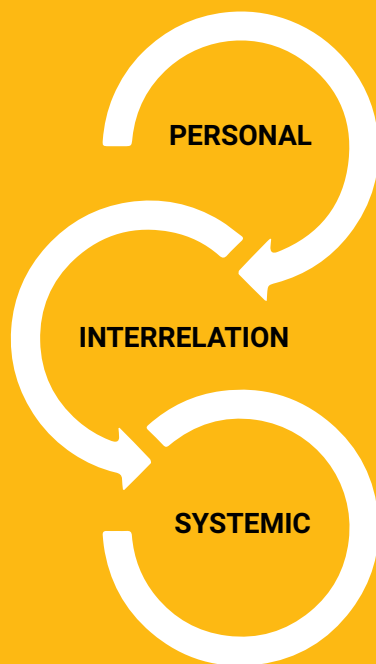
Angelika Burovski, Sandra Canic
and Katerina Staneva



Gestalt in Organizations
CENTER FOR PEOPLE AND ORGANIZATIONAL DEVELOPMENT

Overview

This six modules Masterclass is specifically designed for women leaders in HR or assuming HR responsibilities. The three trainers have different professional backgrounds and share a common calling for coaching, facilitation and organizational development. They are from three different Balkan countries and are passionate to support women in their professional and personal development. The program is designed around three core axis:



- **Personal** - Two modules are dedicated to personal growth and how to develop the capacity to learn and respond intelligently to an ever growing, complex and unpredictable environment. This is coupled with practicing self-care, empathy and working towards a better version of ourselves.

- **Interrelation** - These modules expand the individual's capacity to form and sustain healthy relationships, with a special attention to the art of dialogue and collaboration.

- **Systemic** - The final modules are outward looking; in an ever more VUCA world, learning how to respond to complex situations is key for being a successful HR leader.

All modules combine experiential and theoretical aspects. As a participant you will be engaged in a mix of discussions and exercises designed to strengthen the learning experience.

All modules are two weeks apart; the duration of the individual modules varies between 2 to 2,5 hours. The group is limited to 12 participants.

Module 1: Becoming a Women Leader in HR

The process of “becoming” is an ongoing journey, it is about discovering and rediscovering parts of ourselves and how to best serve the system we are in, others and ourselves. Through the concept of whole intelligence, participants will be invited to get to know each other, explore where their strengths lie and what they would like to work on and further develop throughout the upcoming journey offered by the programme.

OBJECTIVES

By the end of this module participants will be able to:

- Get to know each other
- Explore whole intelligence through embodiment, interrelating, responding to situation, experimenting and self-recognizing
- Explore the concept of Vertical Leadership Development
- Engage in practical work to apply whole intelligence in their own setting

Recommended readings

Future Sense-Malcolm Parlett, 2015

<https://www.wholeintelligence.org>

Vertical Leadership Development Torbert and Rook 2006

<https://hbr.org/2005/04/seven-transformations-of-leadership>

Module 2: Leading From a Sage Perspective

Today, only 20% of people, teams or leaders perform at their full potential. This is because they tend to look at life's challenges from the perspective of the Saboteurs that cause stress, self-doubt, guilt, anxiety, impatience, sceptism, shame, guilt. Through the concept of "mental fitness", this module will explore how to approach each day with a positive mindset by adopting the wisdom of the Sage. Based on the latest breakthroughs in neuroscience, cognitive and positive psychology, and performance science, mental fitness is a simple and highly effective practice to increase your capacity to respond to life's challenges with a positive rather than a negative mindset.

OBJECTIVES

By the end of this module participants will be able to:

- Identify how mental fitness affects key areas of their lives
- Explore the key saboteurs that affect their lives and daily decisions
- Reflect on the three factors that support strong mental fitness and learn how to strengthen their presence
- Practice simple ways of switching from negative/unproductive emotions to positive ways of thinking

Recommended readings

If you are curious to learn more about Positive Intelligence, mental fitness and Chirzad Chamine you can visit the website:

<https://www.positiveintelligence.com>

Or see his TED talk:

<https://www.youtube.com/watch?v=-zdJ1ubvoXs&t=250s>

Module 3: The art of Dialogue as a Core HR Skill

In this module participants will explore the art of dialogue. The focus is on exploring the differences between dialogue and debate and the power of nurturing a culture of dialogue to initiate creativity within organizations.

Participants will also explore the art of being present and the great skill of asking questions which are at the heart of powerful HR. By learning how to use Moving Questions skillfully, participants will experience creating flow in situations that feel otherwise stuck. Practical work will focus on exploring issues and applying the principles of dialogue as well as on practicing creating Moving Questions.

OBJECTIVES

By the end of this module participants will be able to:

- Explain the basis of dialogue
- Explore how to initiate dialogue in HR
- Recognise in which instances to use Moving Questions
- Practice the art and craft of dialogue
- Practice simple steps for creating own Moving Questions

Recommended readings

SOS Model Denham Vaughan and Chidiac 2009

<http://relationalchange.org/pdf/SOS-RelationalOrientationSocialInclusion.pdf>

The art of dialogue Bill Isaacs

<https://www.amazon.com/Dialogue-Thinking-Together-William-Isaacs/dp/0385479999>

Visit the Moving Questions website:

<https://moving-questions.com>

Module 4: HR as Internal Consultant

In this module participants will reflect on the different aspects of the HR profession as internal organizational consultant and facilitator. The focus is on the key competencies that make the HR professional one of the key organizational players. Systemic thinking, the ability to use one self as an instrument of change, exploration, facilitation skills and conflict management are at the core of this exploration.

OBJECTIVES

By the end of this module participants will be able to:

- Discuss practical examples of systemic thinking as HR professionals
- Discuss the interrelated economic and legal aspects of the HR profession
- Reflect on and identify key internal consultancy skills

Recommended readings

Strategic Role of Human Resources:

<https://www.appa.org/bok/strategic-role-of-human-resources/>

Module 5: Planned and emergent approaches to change in aid to HR

In this model participants will be introduced to the key concept behind “systems”. They will identify the key systems they belong to with a focus on their professional context. It is important to perceive organisations and teams as systems, as living and breathing organisms. Understanding their needs, their patterns, seeing them as whole and not as many small parts, seeing things as they are and without judgement are fundamental in systemic thinking and for anyone in a leadership position.

Furthermore, participants will learn about different approaches to change in organisational settings. From more traditional approaches such as Tuckman’s 7 steps, to more emergent and dialogic approaches such as Gestalt, or Theory U., this module will provide an opportunity to recognize how these support key HR functions.

OBJECTIVES

By the end of this session participants will be able to:

- Describe the three main survival mechanisms of an organizational system and the two underlying needs of a system
- Describe key leadership behaviour and intervention for each of the survival mechanisms
- Learn the difference of a planned and emergent approach to change
- Discuss the importance of change models for HR

Recommended readings

Relational Organisational Gestalt, Marie Anne Chidiac, 2018

Relational Coaching, Simon Cavicchia and Maria Gilbert, 2019

Systemic Mapping Coaching, John Whittington

Theory U, Otto Scharmer

Complexity-Changing Organisations one conversations at a time, Patricia Shaw and Ralph Stacey

Short on systemic leadership: <https://medium.com/@systemicleadership/systemic-leadership-what-does-systemic-stand-for-and-why-does-that-matter-eec4d7fc665c>

“Systemic leadership”, Jan Jacob Stam and Barbara Hoogenboom

Module 6: Endings and New Beginnings, the Importance of Celebrating to Assimilate Learning

In this module participants will explore the importance of celebrating successes and learning from mistakes. This module presents a unique opportunity to reflect on how to capture successfully all learning points from the programme and apply them successfully back at work. The important role of the HR professional to initiate, support and sustain a learning culture within the organization will be celebrated.

OBJECTIVES

By the end of this module participants will be able to:

- Describe the importance of endings and celebrations
- Summarize key learning take-aways
- Reflect on the importance of celebrations in HR

Recommended readings

Relational Organisational Gestalt, Marie Anne Chidiac, 2018

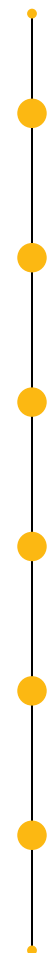
Relational Coaching, Simon Cavicchia and Maria Gilbert 2019

Systemic Mapping Coaching, John Whittington

Theory U, Otto Scharmer

Complexity-Changing Organisations one conversations at a time,
Patricia Shaw and Ralph Stacey

DATES



| | |
|----------|------------|
| Module 1 | 12.09.2022 |
| Module 2 | 26.09.2022 |
| Module 3 | 10.10.2022 |
| Module 4 | 24.10.2022 |
| Module 5 | 07.11.2022 |
| Module 6 | 28.11.2022 |

FEES

800€
For Corporate Sector

500€
For Private Sector

400€
For Public Sector



Consultants and Coaches





Angelika Burovski

Angelika Burovski, MSc, MA, EAGT-GPO 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.



Sandra Čanić, Croatia

Sandra is passionate about supporting people and organisations in making positive changes and going thru transitions.

Starting as intern psychologist in 2002, for next 17 years she was part of corporate human resources & management development world in sectors of pharmacy, cement production and hospitality (PLIVA, CEMEX, Radisson Hotel Group), including leading and headquarter positions. Always oriented towards personal development, she finished gestalt psychotherapy education in 2012 and initiated her second career as psychotherapist.

Today she runs her own practice as consultant and psychotherapist. In her work she integrates her life knowledge and experience, gestalt organisational and individual practice and innovative approaches such as positive intelligence and EMDR.

She lives in a small town on Croatian Adriatic coast with her husband and their two children. She enjoys nature and hiking.



Katerina Staneva Kring

Katerina is passionate about working with groups, teams and individuals to inspire them to reach their full potential and unleash what feels stuck and difficult.

To achieve this, many different skills are used and tailored to the group or the individual in order to meet their needs. These include applying facilitation and moderation skills, paired with systemic approaches for understanding group dynamics as well knowledge and experience with organisation development and change.

Katerina has vast experience with public sector institutions from all over Europe gained from working for EU Funds for over 20 years. She holds a MSc in Environmental Management and Policy from Sweden, a Certificate in Systemic Learning and Development and a Postgraduate degree in Organisational Development and Change from the UK and is currently completing a coaching programme in Positive Intelligence with Shirzad Chamine, Stanford Lecturer and CEO Coach.

Originally from Bulgaria, Katerina moved to Denmark in 2002 where she lives with her son, partner and two cats. In her free time, she enjoys being out in the nature.

Contact us



+389 (0) 71 224 774



contact@gestaltinorganizations.com



www.gestaltinorganizations.com

Find us



St. Nikola Rusinski No. 29 - 18
Skopje, Republic of Macedonia

Follow us



gestaltinorganizationscenter



@gestaltinorganisations