

ROG Programme Learning Outcomes

Both as teachers/facilitators and as adult learners ourselves, we recognise the need to meet institutional quality criteria appropriate to certificate and diploma level awards. At the same time, we wish to make clear the open spirit of the learning outcomes that are stated below. It is our belief that you, as participants, will frame your own learning outcomes at the commencement of the programme, focus these at the start of year two and also remain open to learning that emerges over the two years. We would expect some shared discussion of your learning goals at the commencement of the programme, and where possible within reasonable boundaries will try to meet your needs as learners as the programme progresses.

The programme is designed to be a stimulating personal growth and development opportunity, not just a qualification. The programme is for professionals who are keen to take their development as reflective organisational practitioners seriously while developing the quality, range and creativity in their practice. The programme will:

- Provide opportunities for heightening self-awareness and cultivating your ‘presence’ to achieve greater impact in your work through using your ‘self’ more authentically as an instrument of change.
- Develop your skills in observation and perception through the practice of phenomenology.
- Improve your understanding of group dynamics including issues of power, support and shame, so that you can engage people differently at work
- Support you to achieving real engagement through the art of Dialogue. This has implications for many areas such as team building, stakeholder management and customer service for example.
- Enhance your ability to work with uncertainty, complexity and emergence. While we explore the application of a variety of models and concepts, the essence of the Gestalt approach lies in working *with* what is emerging in the organisation rather than imposing pre-formed techniques and solutions *on* the organisation.
- Improve your coaching, facilitation and consulting skills through a range of experiential, demonstration and theoretical methods
- Gain a broader awareness of contextual and ethical considerations and how you take account of these in your practice
- Provide opportunities for you to audit your growing edges and receive peer and tutor feedback within smaller peer groups and larger groups.

- Provide you with a variety of practical and provocative concepts, models, tools and approaches that will influence the ways you design and deliver interventions at work.
- Some of these include:

- o CARES: A model for developing your personal presence
- o The Wave Model that provides a way of diagnosing organisations and teams and design the appropriate organisational interventions to support effective change.
- o The Relational Change “SOS” model that emphasises the power of culture and context upon individuals
- o The Cycle of Experience that offers a way of conceptualising readiness for change as well as describing resistance

Finally, an ongoing, work-related Action Research project will benefit your organisation as well as support the development of your personal practice – whether as a leader, manager, consultant, coach, facilitator or trainer.

The GPO certification is a European wide accreditation that is recognised as a benchmark of quality in delivering gestalt focussed organisational interventions. Relational Change is a market leader in offering a route to qualification.

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