



Gestalt Center for Organization & Systems Development

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Dear John,

I am pleased to report that the Gestalt OSD Center's 2008-2009 program year was a wonderful one for our participants and our faculty. We are eagerly looking forward to our 2009-2010 program year, which marks our 35th anniversary of offering outstanding personal and professional training and development programs.

We have been delighted to hear from our participants that they continue to find our programs to be deeply satisfying, exciting, and even transformational experiences. The most recent International OSD, OSD Weekend, OSD Becoming a Better Intervener, OSD International Gestalt Coaching, and OSD Group Intensive programs were all highly praised by participants. The 2009 Group Intensive program's redesign earned kudos from that class (check out Susan Coleman's comments in the left column). Joseph J.

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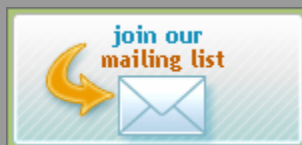
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Our Training Program Home at Larchmere



Group Intensive Program 2009

Hsu, MBA, MSSA, LSW deserves a special thank-you for leading the recruitment drive that resulted in more than 70 participants for the Group Intensive Volunteer Group weekends. Our OSD International Gestalt Coaching Program, the first Gestalt-based coach training program to earn ICF accreditation, is currently being redesigned as well. Although we have chosen not to renew our ICF accreditation, the Gestalt OSD Center will remain a world-class venue for coach training and skill enhancement (see what Sheri Kay has to say about her OSDIGCP experience below).

The Gestalt OSD Center continues its productive alliance with our Ghana OSD International graduates at the [Organisation Development Centre in Ghana, Africa](#). The OD Centre is conducting its second program there under the leadership of John Nkum, our 2007 Outstanding OSD Graduate. In addition, the Center is currently exploring several exciting opportunities for conducting programs in Latin America and in Asia. The Gestalt OSD Center's partnership with ODN has always been exceptional, and the renowned OSDBBI pre-conference workshop will be offered again at the [2009 ODN Conference in Seattle](#). Our faculty teach Gestalt OSD-focused courses in several innovative advanced-degree programs across the country, and the Center maintains organizational partnerships with a number of the sponsoring institutions.

Our faculty and graduates are publishing articles and books that dramatically increase the visibility and impact of the Gestalt OSD body of knowledge and practice within the Gestalt community and in the fields of OD and applied behavioral sciences (read about Jeff Evan's new book below and Claudy Jules upcoming *OD Practitioner* article in the left column). We want to also take a moment to congratulate the following OSD graduates' academic achievements: James Rowland Willis received his PhD from Purdue University. Mauricio Puerta received his PhD from Case Western Reserve University. Rachel Ciporen, Chair of the GICOSDISC Board, received her EdD from Columbia University; Rachel is also our 2009 Outstanding OSD Graduate -- read about her accomplishments below. Kathleen Clement Johnson received her ACC, John Cooper and John Ledworth received their PCCs, and Dost Deniz received his MCC, all from ICF; Kathleen, John Cooper and John Ledworth, and Dost are graduates of the OSD International Gestalt Coaching Program.

The re-structuring of the Gestalt Institute of Cleveland into three Centers, each a separate and independent non-profit organization, has been completed. The former Clinical Center is now the Gestalt Institute of Cleveland. The former Center for Intimate Systems is now part of the Gestalt International Study Center (GISC). The former OSD Center is now the Gestalt Institute of Cleveland Organization & Systems Development Integrative Studies Center (GICOSDISC). GICOSDISC conducts the training programs and workshops for the Gestalt Center for Organization & Systems Development, the Gestalt OSD Center. Additionally, all legal proceedings initiated by the GIC Interim Executive Director

"While at moments very challenging, this program was, in the end, an exquisite experience. I feel significantly more grounded and competent with groups, and have immediately seen the benefits for my client work. I'm looking forward to the advanced design program and somehow staying connected. I feel deeply appreciative of all that you have given me."

Susan Coleman, JD, MPA
C Global Consulting



[Find out more about this program.](#)

Peter Tarlton Is Chair of GISC Board of Directors

Peter Tarlton, former CEO of Wheelock, Inc. and graduate of the Gestalt OSD VII program (1987-1989), has been appointed Chair of the 2009 Gestalt International Study Center (GISC). GISC is a sponsor of our International OSD Program. Congratulations, Peter!

Our Seattle Relay Team!



against me, based on false and malicious charges, were summarily dismissed by the court judge. We are all very gratified that during the entirety of these difficult transition times, our programs maintained their superior quality, and our faculty focused on delivering the superb personal and professional growth and development experiences that have come to be expected of us. A sincere thank-you to all of our graduates, colleagues, and friends who have steadfastly supported and promoted our OSD Center work.

The Center offered several podcasts this year, and we will continue to explore this avenue of contact with our graduates and others interested in learning more about Gestalt OSD. We've also established an OSD Group on LinkedIn for OSD training program graduates; be sure to stop in and see what your colleagues are up to. We would love to hear from you by any means you choose! We look forward to a fantastic 35th anniversary year at the Gestalt OSD Center, and to having you join us in Cleveland in one of our programs or workshops.

Sincerely,
John D. Carter
President, Gestalt OSD Center
Gestalt Institute of Cleveland Organization & Systems Development Integrative Studies Center, Inc.

OSD XVIII starts this September. Find out more.

Help us fill this 18th OSD class to capacity! Our graduates and colleagues are our most dedicated recruiting resource. Please forward this notice to anyone you know who might be looking to experience this unique and outstanding training, or contact OSD Chair Marcella Benson-Quaziena to suggest people with whom we can follow up. Thank you!

Rachel Ciporen is Our 2009 Outstanding OSD Graduate

Rachel Ciporen, EdD, has been chosen as the Gestalt OSD Center's 2009 Outstanding OSD Graduate. "I am very honored by this award," Rachel remarks. "Everything I learned as a practitioner came from my OSD training. The experience was truly transformative, and I will always be grateful for it."

Rachel earned her doctorate from Teachers College of Columbia University. She is a graduate of the Gestalt OSD Center's Organization & Systems Development Program (2002-2004) and the Group Intensive Program (2005). She serves as Chair on the Board of Directors for the Gestalt Institute of Cleveland Organization & Systems Development Integrative



The 20th Annual Danskin Women's Triathlon takes place in Seattle on August 16th. The Danskin Seattle Triathlon is a sprint distance race, involving a .8K (.5 mile) swim, a 19K (12 mile) bike ride, and a 5K (3.1 mile) run. Last year, our Gestalt OSD Relay team -- Isabel Wong (The Swimmer), Marcella Benson-Quaziena (The Biker), and Brenda Jones (The Runner) -- took 3rd place in their division. This year, the same team is vying for even greater victory! Always on the look-out for teaching points, Marcella claims, "We're doing the triathlon to experience our own resistance to training and to engage the paradoxical theory of change as we push our aging bodies to stay fit and to enmesh ourselves in the orientation, conflict, and cohesion of group dynamics in an extreme learning lab." In other words, she admits, "we just want to have fun together." *Go team!!*

Gestalt OSD and OD: An Article by John D. Carter



In the *OD Practitioner* 40.4 (2008), John Carter discusses his journey with and the "trend" of Gestalt OSD that's here to stay and cannot be ignored. Read or download a PDF copy of John's "[Gestalt Organization & Systems Development and OD: A Past, Present, and Future Perspective](#)".



Studies Center.

Rachel is an Executive Coach at Columbia Business School, where she assists senior executives from a variety of industries and countries to identify their core leadership values and develop strategies for actualizing their values at work, to use 360-degree feedback to set goals and create action plans, and to think more strategically about building productive work relationships. She specializes in helping her clients reach beyond their habitual and patterned responses to problem solving. She is also an instructor in the Columbia Coaching Certification program. In addition to her professional work, Rachel has been a volunteer meditation teacher since 1996.

Rachel was a Spencer Foundation Research Fellow from 2002-2004. In 2008, she was honored with an American Society of Training and Development Award: Excellence in Workplace and Learning Performance for her dissertation, "The Role of Personally Transformative Learning in Leadership Development: A Case Study Examining the Transfer of Learning from an Executive Education Program." Her paper, "The Role of Personally Transformative Learning in Leadership Development," will be included in the "best paper proceedings" at the 2009 Academy of Management Annual Meeting, Management and Education Development division, in Chicago this August. Rachel has been published in the *Academy of Management Learning & Education* and in the book *University and Corporate Innovations in Lifetime Learning* (2008, IAP).

Did you know? Between December 2008 and April 2009, our website had 3,082 new hits from 100 different countries and territories. [Visit us today.](#)

→ Sheri Kay Reflects on the Professional Impact of Gestalt OSD Training

Having worked in the field of dentistry since 1980, it seemed natural for me to use my training and experience to grow into the consultative/developmental aspects of dental practices. I can proudly say that I successfully created and operated my own Dental Practice Consulting business for a number of years before I ever even heard of Gestalt.



When I had the opportunity to be a volunteer in a program where people were learning how to work with groups, I was fascinated by the concept. What I didn't know was how captivated I would be by the feedback that the students were receiving from the resident faculty. I had no idea that there was a place where I could learn concepts, methods and theory that would support me being more effective with my work. I wanted in!!!

Thanks to John Carter I began to understand the different programs available. Before long, I was registered to begin my formal training in "Becoming a Better Intervener." It would be an understatement to say that the BBI program significantly influenced both my personal and professional life. I become deeply aware of

Gestalt OSD Is Celebrating 35 Years of Professional and Personal Training Development in Organizational Contexts! 2009 - 2010

*How can you change your life?
Find out today!*

Gestalt OSD Around the World: In Germany



John D. Carter and Traxon (pronounced "Tron") Rachell co-presented a Gestalt OSD-based team building session for a client in

Munich, Germany. Traxon is a graduate of the OSD Weekend Program and the Group Intensive (Advanced Training) Program. He is an adjunct professor at the Walsh University School of Business and Principal Consultant at [SteadyWater Consulting](#), based in Cleveland, Ohio.

OSD Grads: Keep in Touch through LinkedIn

Find out what your classmates and fellow OSD grads are doing and talking about by joining [the Gestalt OSD Group on LinkedIn](#). Our group is the official alumni group for OSD Center graduates of the OSD training programs.

Want to know who have been our past Outstanding OSD Graduates? [Look here](#).

Looking for the names of your classmates in a previous OSD training program? Contact Gigi Maganja for [access to our database](#).

my own patterns of behaviour that both enhanced and got in the way of my ability to initiate change in a group. I learned tangible skills that I continue to apply every day as I work with both individuals and groups that support my clients desire to learn and grow.

Within a year of completing that first experience, I was ready for what could come next. I registered for the OSD International Gestalt Coaching Program with the intention being that I would enhance my ability to work with individuals. Beginning day 1, participants from 5 different countries began to form a community of learning. With the anticipation and questions around cultural differences, we worked through our language challenges and embraced our own capacity to make a difference in the world. My own bubble began to expand and I love that I now have very special friends in Turkey, Israel, Canada and China.

In whatever ways I had grown in my first Gestalt program, the learning was 10 fold as the tools were given to me during the next layer. John Carter and Dorothy Siminovitch, along with the rest of the faculty, have created a design and structure for active learning that is absolutely world class. Their depth of understanding and support is remarkable and I can't express enough my gratitude for what they do and how they do it.

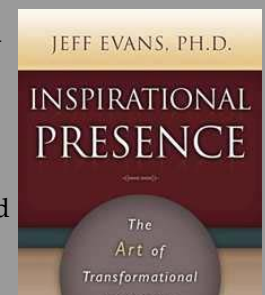
As a result, I now offer feedback more clearly, attend to people more acutely, and hold up possibilities more confidently. My clients love the feeling of empowerment they experience as they learn to find their own answers to their life and business issues. It is clearly measureable in my business that as a result of me being a Gestalt Coach, my clients are being better served and making significant positive changes in their organizations. The only question left for me today is about when I will continue on to the next OSD Gestalt program!

Sheri Kay, RDH, BS
Lead Practice Coach
[ACT Dental Practice Coaching](#)

Look for us on page 11 of the Summer 2009 issue of *The Connection*, a publication of the Shaker Square Area Development Corporation of Cleveland. Our association with Larchmere House for our training programs is featured, plus you can learn more about the the Cleveland area you'll be staying in when you become a participant!

➔ A New Book by M. J. (Jeff) Evans, PhD, OSD and Group Intensive Graduate

Jeff Evans's second book, *Inspirational Presence: The Art of Transformational Leadership*, is "a guidebook about the art of leadership, backed up with the science of organizations, systems, and emotional intelligence. It outlines the differentiating factors of great leaders who lead with their hearts and minds." Jeff is the principal of [the Gaian Group](#), an OD



An Article by Claudy Jules and an Upcoming Book from Monika Moss

Claudy Jules (OSD BBI graduate) has an article being published in the upcoming *OD Practitioner* issue (Vol. 41 No. 3). Read or download a PDF copy of Jules's "[Feedback as a Unit of Work: A Data-Driven Approach to Organizational Consulting](#)."

Monika K. Moss (Chair, OSD Weekend Program) is a contributing author to *Enhancing Cultural Competency* being published by Fieldstone Alliance. The book will be launched at the [Alliance for Nonprofit Management annual conference](#) July 15-18 in Palm Springs, CA.

consulting firm focused on change navigation.

His PhD is in Educational Human Resource Development, and he has done post-doctoral work with the Gestalt OSD Center in behavioral systems, organizations, and the psychology of group dynamics. "Of all my education and training in my professional career," Jeff says, "my experience with Gestalt OSD remains the most significant and profound. The framework presented through the program is fabulous and added tremendously to my skill base. However, the lessons I learned about myself have been the most valuable contributions to my professional development. I remain deeply in debt to my teachers there -- both faculty and my community -- and grateful for the difference they have made in my life." [Find Jeff's book at Amazon today.](#)



The Gestalt Institute of Cleveland Organization & Systems Development Integrative Studies Center, Inc., is a 501(c)3 organization. Your tax-deductible donations made out to GICOSDISC, Inc. are most welcome!

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