



Certificate in Organizational Dynamics, Leadership, and Consulting

Program Overview

Specialty Courses (4)	Theory Courses (4)	Practicum Requirements (3)
<u>SC1</u> - Psychoanalytic Approaches to Organizations, Leadership and Organizational Consultancy	PT1 - Introduction to Modern Psychoanalytic Theory and Technique - Part 1	P1 - 18 Hours of approved supervised peer group case consultation
<u>SC2</u> - Leadership and Crisis-Modern Psychoanalytic Perspectives and Approaches	PT2 - Basic Writings of Freud	P2 - 18 Hours individual case supervision by an approved supervisor
<u>SC3</u> - Consulting and Facilitation Skills for Modern Psychoanalytic Consulting, Training, and Leadership with Groups and Organizations - Part 1	PT3 - Ego Psychology and Object Relations	P3 - Capstone case report and professional development plan
<u>SC4</u> - Consulting and Facilitation Skills for Modern Psychoanalytic Consulting, Training, and Leadership with Groups and Organizations - Part 2 - Advanced	PT4 - The Evolution of Psychoanalytic Technique from Freud and Ferenczi to Spotnitz	
Elective Courses (3)		
E1 - The Coaching Relationship: Modern Psychoanalytic Perspectives and Practice	E2 - Modern Psychoanalytic Coaching for Executive and Team Leadership	E3 - Clinical Perspectives on Freud's Social Thought and Activism

Program Learning Objectives:

Theory

- Provide an overview of the psychoanalytic study of organizations through classic texts and case examples
- Learn about consulting interventions by reading case studies
- Understand MA principles that relate to org culture change
- Become familiar with common requests for consultation
- Learn about the demands “adaptive stress” and “crisis” on organizational leaders
- Learn about the “primary and secondary impact” of “adaptive stress” and the self-care needs among leaders and OD practitioners

Application

- _ Apply “process consultation” methods and psychoanalytic concepts to standard consulting methodology
- _ Connect theory to practice using case consultation
- _ Apply key MA techniques in org settings
- _ Countertransference considerations

Professional Identity Development

- _ Help participants connect courses content with own career aspirations and pathways

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