

Required Specialty Courses:

Psychoanalytic Approaches to Organizations, Leadership and Organizational Consultancy

Beginning with Freud and Bion, psychoanalysis has made rich contributions to the study and treatment of organizational and leadership dynamics and dilemmas. Building on an overview of the psychodynamics of organizations and leadership, this course will focus on helping organizations, leaders, and consultants face some of the big challenges of our times like: dealing with momentous change, agile strategic planning, conflict management and creating adaptive collaborative leadership culture. This foundational course will also provide opportunity for interested participants to explore future courses, supervision and other resources for advancing their work with organizations and leadership.

Leadership and Crisis-Modern Psychoanalytic Perspectives and Approaches

One of the critical tasks of leadership is helping people and organizations deal with the emotional demands of meeting significant adaptive challenges especially in times of crisis. This course will focus on the psychodynamics of crisis and adaptive stress as well as effective leadership and modern psychoanalytic strategies for dealing with them.

The course is for people who are or aspiring to be in varied leadership roles. It is also for clinicians who are or considering working with leaders and organizations as therapists, coaches and/or consultants.

The course will draw upon relevant literature but largely on discussion of case examples presented by class participants. The ongoing COVID-19 and racial justice crises and their special leadership challenges within participants' particular work/organizational contexts will also be material for case exploration.

Consulting and Facilitation Skills for Modern Psychoanalytic Consulting, Training, and Leadership with Groups and Organizations-Part 1

This course will focus on fundamental Modern Psychoanalytic consulting and facilitation skills for organizational consultants, trainers, leaders and aspirants in a wide range of settings. During this course in addition to assigned readings, and instructor in-put, participants will develop a proposal and design for a consulting, training, workshop and/or facilitative intervention or event related to the needs of an organization with which they are or aspire to work.

This is a course in the application of modern psychoanalytic theory and technique in a variety of organizational roles and settings. Two fundamental psychoanalytic principles undergird this approach: the roles of the unconscious and of maturational processes in the emotional lives and challenges of organizations, leadership, and consultants. Corollary to these are the roles of transference and resistance in working through maturational challenges and difficulties.

Consulting and Facilitation Skills for Modern Psychoanalytic Consulting, Training, and Leadership with Groups and Organizations-Part 2-Advanced

This course will focus on advanced level applications of psychoanalytic consulting and facilitation skills for organizational leaders, consultants and trainers in diverse settings. During this course in addition to assigned readings and instructor in-put, participants will present cases and dilemmas from their own organizational and leadership development work for group study and discussion.

Many of the most challenging dilemmas leaders, consultants and other helping professionals face involve unconscious *culture* issues that manifest themselves in strong resistances to change. Organizational culture is to the *selfhood* of an organization what personality or character is to the selfhood of an individual person. This course will provide opportunities and tools for understanding and resolving resistances to adaptive work and cultural maturation.

Psychoanalytic Theory Courses:

Introduction to Modern Psychoanalytic Theory and Technique -Part 1

This course provides an overview of modern psychoanalytic theory and practice. Emphasis is placed on helping therapists recognize, verbalize and tolerate the patient's anxieties, fears and characterological defenses in order to create and maintain a therapeutic relationship. Particular attention is paid to resolving treatment destructive resistances, establishing a treatment contract, developing the transference and utilizing joining techniques in specific patient-therapist interactions

Basic Writings of Freud

Freud summarized his thinking about the human mind and the new discipline of psychoanalysis in two sets of "Introductory Lectures" written 15 years apart. In this course, we will make use of these lectures and other seminal papers to explore Freud's basic theories and how they evolved with time and clinical experience

Ego Psychology and Object Relations

As Freud's thought matured, he placed increasing emphasis on the roles of the ego and its relations with internal and external objects in the emotional life of human beings. It was up to the next generation of analysts, however, to develop these themes in ways that profoundly altered and expanded the psychoanalytic landscape. Thus, this course will focus on the pioneering contributions of Anna Freud, Melanie Klein, Ronald Fairbairn, Donald Winnicott and Harry Guntrip to modern psychoanalytic theory and technique

The Evolution of Psychoanalytic Technique from Freud and Ferenczi to Spitz

Although Freud was a prolific writer his specific writings on technique were limited to a few "technical papers" that opened the way for creative elaboration, debate and expansion. This course will focus on the evolution of psychoanalytic technique from early days to the beginnings of Modern Analysis