

1. Record Nr.	UNINA9910974303403321
Autore	Wilke Gerhard <1948->
Titolo	The art of group analysis in organisations : the use of intuitive and experiential knowledge // by Gerhard Wilke
Pubbl/distr/stampa	Boca Raton, FL : , : Routledge, an imprint of Taylor and Francis, , [2018] ©2014
ISBN	0-429-92012-1 0-429-90589-0 0-429-48112-8 1-78241-147-X
Edizione	[1st ed.]
Descrizione fisica	1 online resource (257 p.)
Collana	New International Library of Group Analysis
Disciplina	616.89152
Soggetti	Group psychoanalysis Organizational change
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Description based upon print version of record.
Nota di bibliografia	Includes bibliographical references and index.
Nota di contenuto	COVER; CONTENTS; ABOUT THE AUTHOR; NEW INTERNATIONAL LIBRARY OF GROUP ANALYSISFOREWORD; Introduction; PART I EXPERIENTIAL AND INTUITIVE KNOWLEDGE; CHAPTER ONE Group analysis in organisations: what it takes; PART II THE GROUP DYNAMICS OF TOP-DOWN CHANGE; Introduction; CHAPTER TWO Oedipal and sibling dynamics in changing organisations; CHAPTER THREE Power and play: a story of denigration and idealisation; PART III THE USE AND NATURE OF THE LARGE ANALYTIC GROUPS; Introduction; CHAPTER FOUR The large analytic group and its conductor; PART IV SUPPORT AND DEVELOPMENT FOR HEALTH PROFESSIONALS IntroductionCHAPTER FIVE Beyond Balint: working with general practitioners; CHAPTER SIX "Patric" and matrix: a generative pairing; PART V RETHINKING ORGANISATIONAL LEADERSHIP AND DEVELOPMENT; Introduction; CHAPTER SEVEN Leaders and groups in traumatising organisations; CHAPTER EIGHT A paradigm shift in organisational development; PART VI ENDING; CHAPTER NINE Conclusion: dealing with permanent transition; REFERENCES; INDEX
Sommario/riassunto	Leaders, teams and organisational consultants are faced with a

situation of permanent transitions. The current world of organisations is full of beginnings and incomplete endings. The author assumes that the endless re-structuring of living networks of relationships in organisations generates, over time, post-traumatic stress disorder in individuals, groups and the whole system. The book deals with the paradox that continuity is the most important factor in change and that leadership alone solves very little. Even the most heroic figure flounders without the help of the various groups in the organisation, which make things work. The author reflects on his practice of developing teams, professionals and organisations with an approach rooted in group analysis and social anthropology. The dominant way of looking at performance, motivation and leadership focuses on individuals and fails to take into account how we work together, how we fail to co-operate and how inter-dependent we are.
