

The Unconscious At Work Individual And Organizational Stress In The Human Services

Essential Communication Skills for Nursing and Midwifery E-Book Philippa Sully 2010-05-19 Effective communication skills are crucial in all aspects of nursing and midwifery practice - this book will enable readers to communicate effectively and with confidence in their professional practice. It focuses on the communication skills needed for the development of effective professional and therapeutic relationships. It is a 'how to do it' book that relates the theory of effective and ethical communication to the practice of nursing and midwifery and provides a framework for developing communication skills to meet a variety of situations.

Being a Systems Psychodynamic Scholar Frans Cilliers 2019-12-17 This Festschrift has been compiled by Sanchen Henning in honour of the work of Professor Frans Cilliers. On behalf of colleagues and friends in South Africa and abroad, she illustrates their appreciation and respect for his role as scholar in Systems Psychodynamics. He produced various pioneering research projects in Organisational Psychology as his field of study, through the Systems Psychodynamic lens. A specific feature and contribution of the book is the application of Systems Psychodynamics to organisational matters and leadership consulting as well as to the lived experiences of postgraduate students and academics. The chapters include themes relevant on individual, group and organisational levels and are intended to contribute to the body of knowledge in the field.

Gossip and Organizations Kathryn Waddington 2012-08-21 Gossip is a complex and ubiquitous phenomenon, widely found and variously practiced. *Gossip and Organizations* provides the reader with an analysis of gossip and informal knowledge across different national, organizational and cultural contexts, drawing upon empirical findings and the author's experiences of researching gossip in nursing and healthcare organizations and higher educational institutions. Kathryn Waddington aims to dispel once and for all the myth that women gossip and men have conversations, shattering the illusion that gossip at work is trivial talk. This book challenges the assumption that gossip is a problem that should be discouraged. While there is undoubtedly a dark side to gossip, Kathryn Waddington argues that paying closer attention to gossip as organizational communication and knowledge enables exploration of other ways of seeing, interpreting and understanding organizations. Gossip is not merely an impediment of organizing, it is a form of organizing which shapes perceptions and actions, and can forewarn managers of future failure in organizational systems. The complexity of gossip is such that a of range inter-disciplinary explanations is necessary in order to account for this form of communication and knowledge across multiple levels and spaces in and around organizations. Waddington provides a new evidence-based framework incorporating ethics, emotion, identity, sensemaking and power as a guide future research, theorizing and critical reflective and reflexive practice in the field of organizational gossip.

Workplace Counselling Michael Carroll 1996-06-27 'An invaluable resource book for anyone (counsellors, EAP providers and companies) involved in workplace counselling. Helpful and informative, it is set to become a classic text in its field' - *Counselling and Psychotherapy*, The Journal of the British Association for Counselling and Psychotherapy 'Accessible and meaningful... a valuable contribution to the growing body of literature on counselling in specific contexts, and

Michael Carroll is to be congratulated for his skill in pulling together so many strands that influence the workplace counsellor's role' - Human Resource Management Journal Hand-in-hand with the increase in numbers of organizations offering counselling for their employees comes a growing demand for counsellors who are skilled not only in helping the individual but also in managing the counselling process within a workplace setting. This practical book provides core guidance on how to operate best in an employee-counsellor role and how to tackle the issues such a role raises. Michael Carroll presents a generic, integrative model of employee counselling which shows readers how to organize, administer and manage the counselling process, from assessment to termination, within an organizational setting. In so doing, he discusses the tasks and responsibilities of employee counsellors, covering such vital areas as: how to contract with organizations; the impact of the organization on the counselling process; evaluation; ethical dilemmas; loyalty clashes; and training and supervision.

The Unconscious at Work Anton Obholzer 2003-09-02 Working in the human services has always been stressful, and the current massive changes in the organization of these services, together with dwindling resources and ever greater demands for cost effectiveness, add to the stresses inherent in the work. Even in the best run and best resourced organizations there are pockets of irrationality where unconscious institutional processes undermine both effectiveness and morale. The contributors to this book use ideas drawn from psychoanalysis, open systems theory, Bion's work with groups, and group relations training to explore the difficulties experienced by managers and staff in a wide range of care settings. Each concept is illustrated with examples from practice to make it recognizable and useful to the reader. Each chapter develops a theme relating to work with a particular client group or setting (including hospitals, schools, day centres, residential units,

community services and many others), or explores aspects of work organization (for example, the supervisory relationship, facing cuts and closure, or intergroup collaboration). By describing both the difficulties and their own feelings and thoughts while consulting to these institutions, the authors offer the reader new ways of looking at their own experiences at work which will be both enlightening and helpful.

The Emotional Experience of Adoption Debbie Hindle 2008-04-10 Adoption is an extremely complex and emotionally demanding process for all those involved. This book explores the emotional experience of adoption from a psychoanalytic perspective, and demonstrates how psychoanalytic understanding and treatment can contribute to thinking about and working with adopted children and their families. Drawing on psychoanalytic, attachment and child development theory, and detailed in-depth clinical case discussion, *The Emotional Experience of Adoption* explores issues such as: the emotional experience of children placed for adoption, and how this both shapes and is shaped by unconscious processes in the child's inner world how psychoanalytic child psychotherapy can help as a distinctive source of understanding and as a treatment for children who are either in the process of being adopted or already adopted how such understanding can inform planning and decision making amongst professionals and carers. *The Emotional Experience of Adoption* explains and accounts for the emotional and psychological complexities involved for child, parents and professionals in adoption. It will be of interest and relevance to anyone involved at a personal level in the adoption process or professionals working in the fields of adoption, social work, child mental health, foster care and family support.

The Murder in Merger Jinette De Gooijer 2018-04-17 'While organizational practice and contemporary literature on mergers seem predominantly focused on rational economic and

managerial perspectives, Jinette de Gooijer explores the shadow side of these ventures. This book illuminates the enormous burden and losses that many, if not most, organizational members must face and endure. The underlying organizational psychodynamic of persecution and annihilation in mergers finds its expression in the book's title: 'The Murder in Merger'. It is a pioneering contribution to the issue of mergers and a unique socioanalytic masterpiece.'- Burkard Sievers, Professor Emeritus of Organization Development, Past-President ISPSO

The Unconscious at Work Anton Obholzer 2019-02-08 Why do our organizations so often seem to be less than the sum of their parts? What undermines effectiveness and morale, and gets in the way of achieving what we set out to do? The Unconscious at Work, Second Edition draws on a body of thinking and practice which has developed over the past 70 years, often referred to as 'the Tavistock approach' or 'systems-psychodynamics'. All the contributors are practising consultants who draw on this framework, bringing it alive and making it useful to any reader - manager, leader or consultant, regardless of whether they have any prior familiarity with the underlying concepts - who is curious about what might be driving the puzzling or stressful situations they find in their workplace. The First Edition was addressed to people working in 'the human services': health, social care and education. Since it was published in 1994, there has been growing interest in the business world, and in understanding more about the 'irrational' side of organizational life. Therefore, this Second Edition includes an entirely new section where the key ideas are revisited and illustrated with case studies from a wide range of business organizations, from large corporations to start-ups and family businesses. The aim, however remains the same: to enlarge readers' existing sense-making 'tool-kits' so that they can look at themselves and their organizations with fresh eyes, deepening the emotional intelligence they bring to bear on the challenges they face and providing new possibilities for action.

The Unconscious at Work, Second Edition is for managers, leaders, consultants, and anyone working in organizations who has been puzzled, disturbed or challenged by their experiences at work.

Dimensions of Psychotherapy, Dimensions of Experience Michael Stadter 2005-09-16 How do the fundamental elements of experience impact on the practice of psychotherapy? Dimensions of Psychotherapy, Dimensions of Experience explores the three basic elements of psychotherapy - time, space and number - summarising theory, setting it in context and bringing concepts to life with clinical illustrations. Michael Stadter and David Scharff bring together contributions describing how each of these elements, as well as their simple and direct manifestations in the physical world, also combine to form the psychological dimensions of symbolic reality both in the inner world and in the transactional world. They also reveal how, in encounters between patient and therapist, the combination of inner worlds form a new, uniquely psychological, fourth dimension that saturates the activity and experience of the other three elements. This book aims to increase our understanding of the action of the three dimensions of psychotherapy by looking at the elements that constitute the setting and process in which clinicians engage every day. The contributors, all of whom are experienced psychotherapists and psychoanalysts, connect their thinking on the dimensions to clinical practice by illustrating their ideas with case material and examining their impact on general treatment issues. This book will be useful to practicing psychotherapists and psychoanalysts and students of psychoanalysis and philosophy.

Working in Group Care Ward, Adrian 2006-11 Working in group care (ie residential and day services) is a challenging and complex task, demanding great skill, patience, knowledge and understanding. This book explains how best practice can be achieved through the focused and engaged work of individuals and teams who are well supported and managed. Detailed attention is

paid to the value of everyday practice and its underlying principles. The book brings together theory, practice and research findings from across the whole field of group care for all user-groups - including health, education and probation settings as well as social work and social care. The first edition was warmly welcomed as 'well organised and accessible ... and a valuable addition to the literature' (British Journal of Social Work). This second edition is updated and expanded, including substantial new material on the concept of 'opportunity led work'. The book will be an essential text for all those involved in residential and day care practice whether as practitioners, students, managers or trainers. It argues strongly for seeing group care as valuable and skilled work and for a holistic understanding of good practice.

The Art and Science of Working Together Christine Thornton 2019-04-30 *The Art and Science of Working Together: Practising Group Analysis in Teams and Organizations* is a primary resource for anyone wishing to learn more about the complex unconscious dynamics of organizations, providing a practical guide for organizational work, a guide to how to improve things, and a strong theoretical foundation in the group analytic concept of the 'tripartite matrix'. Group analysis is a highly developed science of group relationships, which allows complexity and systems perspectives to be held in mind alongside organizational psychology, strategic development and business wisdom. Organized into eight sections, the book describes the essence of organizational group analysis, including the art of conversation, leadership, ethical issues in team working, and working with whole organizations. It addresses issues such as 'us-and-them' dynamics, the nature of systems boundaries, and the relationship between an organization and its context. Leaders and leading consultants give case studies, describing their thinking as they work, to illustrate the theory in action. This essential new resource will allow clinically trained practitioners to extend their scope into organizational

work, and all coaches and leaders to benefit from knowledge of the group analytic discipline. It is essential reading for consultants and coaches working with teams and organizations, and for leaders within organizations.

Workplace Learning Nigel Paine 2021-10-03 How can I develop an effective workplace learning culture to drive employee and business success? This new edition of Workplace Learning provides the knowledge and tools to create an outstanding learning culture in the new world of work. It's no longer enough for Learning and Development professionals to only offer a catalogue of workplace learning courses: competing effectively in today's business environment requires organizations and their employees to adapt and learn daily. Providing an evidence-based model for identifying key areas of focus and measuring success, Workplace Learning is a practical guide that shows how to build and embed a culture that continuously encourages and engages employees in learning and achieve business success. The updated second edition features new material on organizational and self-determined learning, and case studies from Microsoft, Novartis and PwC. Packed with practical suggestions, tools and tips, Workplace Learning is an essential resource for establishing an outstanding continuous learning culture in all parts of the organization.

Addressing Childhood Adversity David Donald 2000 This guide aims to stimulate the development of effective community-based interventions in the field of childhood adversity and to contribute to the growing theory of practice in this area.

Managing Vulnerability Tim Dartington 2018-02-10 Clinicians, managers and researchers - as well as politicians and religious leaders - are worrying about a lack of compassion and humanity in the care of vulnerable people in society. In this book The author explores the dynamics of care. He argues that we know how to do it, but somehow we seem to keep getting it wrong. Poor care in

hospitals and care homes is well documented, and yet it continues. Care for people in their own homes is seen as an ideal, but the reality can be cruel and isolating. The author describes research over forty years in thinking why institutional and community care are both subject to processes of denial and fear of dependency. His examples include children in hospital, people with disabilities living in the community, and the care of older people and those with dementia.

The Work of Psychoanalysts in the Public Health Sector Mary Brownescombe Heller 2013-12-16 This book provides a comprehensive insight into the ways in which psychoanalysts think and work. Mary Brownescombe Heller and Sheena Pollet bring together internationally known contributors trained at the Institute of Psychoanalysis to explore the broad range of clinical work, thinking, and teaching undertaken with children, families, adults and staff by psychoanalysts in the UK public health sector. Divided into four sections, The Work of Psychoanalysts in the Public Health Sector covers: clinical work with parents and young children clinical work with adults and their families analytic thinking in health service practice analytic support for health service staff. Experienced psychoanalysts discuss work with various client groups including parents with babies, children, adolescents who self harm, and adults with serious mental health conditions and psychosis. The book also explores how psychoanalytically-informed work can be used alongside other treatment methods, and how health service staff can best be trained and supported. The Work of Psychoanalysts in the Public Health Sector offers the reader a broad perspective and a clear understanding of the various analytical concepts used in clinical practice. It will be invaluable reading for anyone interested in, or already using psychoanalytic ideas and techniques in the health sector, as well as students in training.

Counselling and Psychotherapy in Contemporary Private Practice Adrian Hemmings 2007-09-12 What are the dilemmas faced by counsellors and psychotherapists in contemporary

private practice and how do these impact on the therapeutic relationship? Working as a counsellor or psychotherapist in contemporary private practice presents a number of clinical, ethical and philosophical dilemmas that impact on the therapeutic relationship. *Counselling and Psychotherapy in Contemporary Private Practice* brings together experienced contributors to explore these dilemmas, with insightful and illuminating results. This book distinguishes itself as it does not simply offer practical ideas. It also presents the reader with issues that arise from the specific context of working in independent practice and explores how these affect what takes place in the therapeutic relationship. *Counselling and Psychotherapy in Contemporary Private Practice* will provide essential reading for students of counselling and psychotherapy, qualified and experienced practitioners contemplating setting up in private practice. It will also be of interest to those already working in private practice, who wish to reflect upon the dilemmas that arise in this working environment.

[Management Consulting in the Era of the Digital Organization](#) David Brian Szabla 2023-07-01 The 4th Industrial Revolution is well underway. Our lives are changing at an exponential rate, resulting in a multi-faceted, deeply interconnected world. The digital revolution is integrating multiple technologies, which is leading to unprecedented paradigm shifts in the economy, management, and society. Entire systems across countries, industries, and societies are being transformed, triggering a transformation that is unlike anything humankind has ever experienced. Given the confluence of dramatic changes in organizational life, triggering emerging technology breakthroughs such as robotics, the internet of things, biotechnology, materials science, data science and big data, and quantum computing, this volume of the *Research in Management Consulting* series explores how the research and practice of management consulting is unfolding in a new era of profound shifts in the way researchers and consultants sense, think, and act. The authors of this volume bring both to

scholars and practitioners the latest discussions of efforts to understand consulting in organizations amplified by the fusion of technologies across physical, digital, and biological worlds. They also bring to light a movement from human supervised artificial intelligence systems to fully autonomous artificial intelligence systems that have the potential to demonstrate intelligence beyond human capabilities.

Workplace Envy B. Vidaillet 2008-07-31 Workplace envy can affect everyone. This book reveals that workplace envy is an omnipresent emotion in contemporary organizations. The factors that are likely to reinforce envy in the workplace are explored in depth, along with possible solutions to prevent envy from developing in such a way that it becomes harmful to an organization.

Handbook of Research Methods in Organizational Change David B. Szabla 2023-08-14 The Handbook of Research Methods in Organizational Change offers innovative and practical information to aid in the successful implementation of research methodologies. Written by a collective of experienced scholars, it provides inspiration for future academics wishing to advance research into human system changes.

Organizing Words Yiannis Gabriel 2008-10-30 Organizing Words presents a series of essays on some 220 widely used - and much debated - terms in the social sciences, and organization studies. Each essay explores the meanings and uses of the word; and also the controversies they have sparked. The book aims to be a first port of call for students, researchers and scholars who wish to familiarize themselves with these key ideas and use them in their own work. The book is neither an encyclopaedia nor a dictionary, but a thesaurus. As such it combines both the original meaning of a thesaurus as a treasure trove, with its more contemporary characteristics of an accessible and practical resource. Primarily aimed at those interested in social and organizational studies, it will

appeal to all those interested in the human sciences. It does not claim to be canonical or all-inclusive, but each entry seeks to enlighten and help, without patronizing or obscuring disagreements and difficulties. The book seeks to be re-assuring without being complacent or 'comfortable', to be authoritative without being doctrinaire, and to be critical without being destructive. Words help us express ourselves, and make sense of our experiences and our actions; and they help us to organize ourselves, our thoughts and our universe. Organizing Words will be an invaluable resource for essay-writing and a useful tool in planning and carrying out projects and dissertations. Most of the entries have been written by Yiannis Gabriel, with 40 essays coming from other experts in particular areas.

Cancer Care for Adolescents and Young Adults Daniel Kelly 2008-04-30 Cancer in Adolescents and Young Adults is a practical guide to cancer care in adolescents and young adults. It considers the impact of diagnosis on individuals, and their families, as well as examining the impact on the health professionals responsible for their care. There are sections focussing on the adolescent's experience of cancer and ongoing care needs during treatment, and on life after cancer, including rehabilitation and palliative care. • Builds on the forthcoming NICE guidelines on Supportive Cancer Care for Children & Young People, and recent Department of Health guidelines & policy initiatives • Adopts an integrated inter-professional approach • Contains evidence-based contributions from leading professionals in cancer care Cancer in Adolescents and Young Adults is an essential resource for all those involved with the provision of care and support for adolescents and young adults with cancer. About the Editors: Dr Daniel Kelly is Reader in Cancer & Palliative Care, Middlesex University, London. Dr Faith Gibson is Senior Lecturer in Children's Nursing Research, Institute of Child Health, Great Ormond Street Hospital and King's College London.

Organisational Development in Healthcare Edward Peck 2017-11-22 *Organisational Development in Healthcare* introduces the practical ways in which change in health services can be promoted. It includes descriptions of all of the most important approaches to change currently being used in the NHS, discussion of when they work best and details of the evidence of their impact.

Management and Organisations in Social Work Trish Hafford-Letchfield 2009-04-17 This fully revised and updated second edition looks at the study of social work management and organisations, focusing on relationships with crucial partners such as central government agencies, local partners and other social care organisations. Through an examination of current research and practice, the author explores the relationships between ideology, professional and personal values and decision making in organisational culture. Included in the text are case studies, activities and further reading lists to aid learning.

International Perspectives on Health and Social Care Jon Glasby 2009-11-09 *Partnership Working in Health and Social Care* adopts a thematic approach to health and social care partnerships. With chapters by leading international commentators, the book covers key topics in partnership with a dual focus on both policy and practice.

Research in Organizational Change and Development Abraham B. (Rami) Shani 2017-07-12 This volume brings forth the latest scholarly work and practice in the fields of organization development and change. It is a resource for scholars who are interested in well-integrated reviews of the literature, advances in research methods, and ideas about practice that open new ways of working with organizations.

Organizations in Depth Yiannis Gabriel 1999-10-19 This book is a comprehensive and systematic examination of the insights psychoanalysis can offer to the study of organizations and organizational

behaviour. Richly illustrated with examples, Yiannis Gabriel's exhaustive study provides fresh understandings of the role of creativity, control mechanisms, leadership, culture, and emotions in organizations. Core theories are explained at length and there is a chapter on research strategies. Extensive reference is made to practical cases, and there is a review of the key debates.

Managing Mental Health in the Community Angela Foster 2003-09-02 Managing Mental Health in the Community is a guide to best practice in the management of community care for people with mental health problems. A major theme is how to balance the 'triangle of care' that represents the needs and concerns of the user, carer (professional or family) and community. Rather than focusing on the mechanics of the task, this book aims to encourage reflective practice amongst staff, managers and policy-makers. The experienced practitioners who contribute not only challenge some of the assumptions prevalent in the field, but also present some tried and tested interventions used to enable users, staff and managers to function more effectively in community settings. They consider: * how community care has developed * the fundamental concepts of community care * how management is affected by practice * how care systems are designed. Managing Mental Health in the Community should be essential reading for Mental Health Practitioners, Managers, Social Workers, Policy-Makers, Organizational Consultants and all those professionals who are committed to improving the quality of mental health services provided in the community.

Psychoanalysis, the NHS, and Mental Health Work Today Alison Vaspe 2018-05-08 This book illustrates the distinctive psychoanalytic contribution to mental health services for children, young people, and adults, with detailed case vignettes illustrating therapeutic treatment and the ways in which staff are supported to do work that is frequently difficult and disturbing. Psychoanalytic thinking contributes to effective mental health work on many levels, from Balint's "Flash" technique

in the brief GP/patient encounter to the psychiatric medical and nursing care in secure units, where the most challenging patients need to be held. Starting with the historical contribution of psychoanalysis to the NHS in the 1940s, this book goes on to explore two key psychoanalytic concepts that remain highly relevant to the work of mental health: containment and countertransference. The authors include psychoanalysts, psychotherapists, organisational consultants, consultant psychiatrists, and a leading practitioner in the field of primary care.

Handbook of Counselling in Organizations Michael Carroll 1997-02-24 This major handbook covers all aspects of counselling within an organizational context, The authors provide a thorough examination of all the key areas and concerns in the field, including: models of counselling in organizations; assessing the organization for counselling provision; introducing counselling into the organization; how the organization can impact on the counselling process; understanding and working with the organization as a counsellor; evaluating counselling provision within organizations; and training and supervising counsellors working with organizations.

Dynamics at Boardroom Level Leslie Brissett 2020-07-31 How can boards and members of boards reach their full potential? The Tavistock Institute of Human Relations (TIHR) has been at the forefront of thinking about organizations since its inception in 1947. Today, as then, the corporate world is undergoing increasing pressure to demonstrate a sustainable, generative and meaningful impact on society and employees whilst delivering improved services and products. These tensions and others are explored in this important new book, Dynamics at Boardroom Level: A Tavistock Primer for Leaders, Coaches and Consultants. In this book, the reader gets a useful framework of theory and practice that broadens vision and deepens thinking about what is happening in boardrooms. The book opens the door to the reader to a new world of board dynamics, edited by

those who really understand the deeper workings of the complex human system and its work at board level. This edited volume brings together the insights and contemporary case studies from participants on the Tavistock Institute Dynamics @ Board Level programme that draws on the thinking of Tavistock scholars and practitioners and their work on the dynamics of task, role, authority and power. Edited by programme co-directors Dr Mannie Sher and Dr Leslie Brissett and their fellow Tavistock Associate Tazi Lorraine Smith, and with contributions from senior leadership practitioners and board evaluators from the government, international consultancy firms, FTSE 100 and global UN institutions, this book speaks directly to issues of our time. It represents essential reading for leaders of organizations and businesses, as well as leadership coaches and mental health professionals.

Art Therapy And Cancer Care Waller, Diane 2005-07-01 Inspired by the experiences of art therapists who have pioneered work with people with cancer, this text looks at the work in its institutional context, demonstrating the importance for the art therapy service of being understood, supported and valued at managerial level.

Deafness and Challenging Behaviour Sally Austen 2006-11-02 Challenging behaviours, such as aggression and violence, are more common in deaf people than hearing people. Filling a crucial gap in the international market, this book will appeal equally to those who work occasionally or entirely with Deaf or hearing impaired client groups of all ages. Multi-disciplinary professionals with specialist knowledge of working with deaf people explore aspects of mild to severe challenging behaviour with reference to its cause, assessment, prevention and management. This book will be of relevance to professionals and carers involved in the delivery of actual and potential aggression management in the fields of Mental health Education Learning disability Speech and language

therapy Prison and forensic services Audiology Nursing International contributors, providing a wealth of easily accessible knowledge, consider this extremely heterogeneous group from neurological, behavioural, socio-political, service user, psychodynamic and systemic perspectives.

The Unconscious at Work Anton Obholzer 1994 Working in the human services has always been stressful, and the current massive changes in the organization of these services in Britain and elsewhere have added to the stresses inherent in the work. The Unconscious at Work explores the difficulties experienced by managers and staff in a wide range of care settings, and investigates the unconscious processes that add greatly to the stress inevitable in caring work. The authors, all past or present members of the Tavistock Clinic Consulting to Institutions Workshop, make use of ideas from psychoanalysis, open systems theory, Bion's work with groups, and group relations training. Drawing on their experience of consulting to individuals, teams and organizations, they distil what they have learned about institutional processes, and present this in an accessible and practical way. Each concept is introduced in as non-technical a way as possible, with examples from practice to make them recognizable and useful to the reader. Individual chapters develop themes relating to work with a particular client group or in a particular setting - including hospitals, schools, day centres, residential units, therapeutic communities and community care agencies. They also explore aspects of work organization - for example, the supervisory relationship, facing cuts and closure, and intergroup collaboration. In each situation the authors describe both the difficulties for which consultation was requested and their own feelings and thoughts while consulting to these institutions. The Unconscious at Work is designed for people managing and working in the human services, and it offers readers new ways of looking at their own experiences of stress at work. It will greatly increase their understanding of the processes which can undermine effectiveness and

morale, and will also be of value to consultants, trainers, and students of organizational behaviour.

An Introduction to Systems Psychodynamics David Lawlor 2021-12-13 This book provides an introduction to systems psychodynamic theory and its application to organisational consultancy, research and training, outlining systems dynamics methods and their historical and theoretical developments. Systems Psychodynamics is an emerging field of social science, the boundaries of which are continually being refined and re-defined. The 'systems' designation refers to open systems concepts that provide the framing perspective for understanding the structural aspects of organisational systems. These include its design, division of labour, levels of authority, and reporting relationships; the nature of work tasks, processes and activities; its mission and primary task; and the nature and patterning of the organisation's task and sentient boundaries and the transactions across them. This book presents a critical appraisal of the systems psychodynamics paradigm and its application to present-day social and organisational difficulties, showing how a holistic approach to organisational and social problems can offer a fresh perspective on difficult issues. Bringing together the theory and practice of systems psychodynamics for the first time, this book provides an examination of the systems psychodynamics paradigm in action. This book gives an accessible and thorough guide to understanding and using systems psychodynamic ideas for analysts, managers, policy makers, consultants and researchers in a wide range of professional and clinical settings.

Group Relations and Other Meditations Carlos Sapochnik 2021-09-30 This book examines the Tavistock tradition of using group relations conferences as temporary training organizations for groups and institutions, and how those can inform and enrich the theory and practice of experiential learning more generally. First, this book analyses the structures, rituals, and beliefs of group relations conferences, drawing on the author's learned experience in the field, followed by

meditations extending to broader areas, such as the social nature of corruption, martial arts, Western culture's longing for creativity, and the use of drawing in social science research. It addresses the tension between psychoanalysis and systemic theory in group relations thinking, refining and re-defining key concepts of the practice, challenging notions of dependence and dependency, performative poetics, learning, the politics of power, nostalgia, and the unspoken reasons for the wish to join conference staff teams. It offers a critique of the polarity concerning terms such as spontaneity, the sense of mystery, openness to the unexpected, and trust in unconscious processes, as opposed to the desire for certainty and the confusion, anxiety, and aggression evoked when groups find themselves without familiar signposts. Drawing on his thinking developed over the course of a professional life as organizational consultant, artist, designer, teacher, researcher, and poet, the author invites the reader to challenge boundaries towards a less inflexible and defended engagement with the Other. The metaphor of bricolage, an activity that inspires creativity and originality, suggests possible ways of putting known things together to approach new meaning as provisional and shifting. The many strands thus gathered reveal new dimensions of group life that crucially affect our everyday living and surviving, both as individuals and as members of society. This work will allow psychoanalysts, psychotherapists, group therapists, organizational consultants and trainers to put the lessons learned from group relations conferences into everyday practice.

The Unconscious at Work Anton Obholzer 1994 Working in the human services has always been stressful, and the current massive changes in the organization of these services, together with dwindling resources and ever greater demands for cost effectiveness, add to the stresses inherent in the work. Even in the best run and best resourced organizations there are pockets of irrationality

where unconscious institutional processes undermine both effectiveness and morale. The contributors to this book use ideas drawn from psychoanalysis, open systems theory, Bion's work with groups, and group relations training to explore the difficulties ex.

Handbook for Practice Learning in Social Work and Social Care Joyce Lishman 2007-05-15 This substantially revised, expanded and updated edition of the popular Handbook of Theory for Practice Teachers is a comprehensive summary of the theory, knowledge, research and evidence relating to practice learning in social care. Focussing on knowledge-based practice with a focus on improving outcomes, the five sections of the book cover: * the reasons and circumstances in which people may become social work service users * a holistic consideration of assessment in general and specific contexts, including risk assessment and management * methods of intervention, including cognitive behavioural social work, task centred practice, advocacy, crisis intervention, family therapy and group care * the legal, policy, research and evidence context in which assessment and intervention occur, as well as interdisciplinary work and organisational aspects of social work practice * reflective practice, evaluation and evidence based practice as integral parts of social workers' engagement with the complex needs of individuals outside the existing parameters of policy or research findings. This key text is essential reading for students, practitioners and teachers in social work.

Health Emergency Preparedness and Response Andy Wapling 2016-08-22 Intensely practical and down to earth, this timely new text covers the breadth of health emergency preparedness, resilience and response topics in the context of inter-disciplinary and whole society responses to a range of threats. It includes public, private and third sector roles in preparation for and in response to natural and man-made events, such as: major incident planning; infectious disease epidemics and

pandemics; natural disasters; terrorist threats; and business and service continuity management. The book builds upon the basics of risk assessment and writing an emergency plan, and then covers inter-agency working, command and control, communication, personal impact and business continuity as well as training, exercises and post-incident follow up. Detailing the full emergency preparedness and civil protection planning cycle, the book is illustrated throughout with real-life examples and case studies from global experts in the field for countries with both advanced and developing healthcare systems. This practical handbook covering the essential aspects of major incident and disaster management is ideal for undergraduate and master's students in emergency management and public health, as well as for practitioners in emergency preparedness and civil protection. It will be valuable to all health practitioners from ambulance, hospital, primary and community care, mental health and public health backgrounds.

Workplace Violence Vaughan Bowie 2012-12-06 This book examines some of the key issues around violence at work which have emerged in the new millennium, including the events of September 11th 2001 and other terrorist-related incidents, identifying these as an extreme form of workplace violence. It builds upon the expanded typology of workplace violence in *Violence at Work* (Willan, 2001), and identifies four types of workplace violence: intrusive, external violence including terrorism; consumer/client-related violence; staff-related violence; organizational violence. This book also addresses some key emerging and controversial issues facing those concerned with workplace violence, including staff who abuse those in their care, domestic violence spilling over into the workplace, violence against aid and humanitarian workers, and organizations who are themselves abusive to their staff and service users as well as oppressive of their surrounding communities. *Workplace Violence* goes beyond the current emphasis on equipping 'primary responders' (e.g.

police, fire ambulance, etc) to react to terrorist-related and other workplace violence incidents, paying attention to the 'secondary' responders such as human services workers, managers, human resources staff, unions, occupational health and safety professionals, humanitarian aid workers and median staff - and their training and support needs.

Envy at Work and in Organizations Richard H. Smith 2017 Workplace envy is a ubiquitous and toxic phenomenon affecting employees of all ranks and positions. Dealing with envy in such a way that minimizes harm and promotes well-being is key to an organization's success.

The Unconscious At Work Individual And Organizational Stress In The Human Services :

In today digital age, eBooks have become a staple for both leisure and learning. The convenience of accessing *The Unconscious At Work Individual And Organizational Stress In The Human Services* and various genres has

transformed the way we consume literature. Whether you are a voracious reader or a knowledge seeker, read *The Unconscious At Work Individual And Organizational Stress In The Human Services* or finding the best eBook that aligns with your interests and needs is crucial. This article delves into the art of finding the perfect eBook and explores the platforms and strategies to ensure an enriching reading experience.

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Individual And Organizational Stress In The Human Services

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