



Practitioner Certificate in Consulting and Change 2017

Creating Consulting Coaches and Change Agents

Module	Month	Date	Chapter
I	May	23 to 26	1 and 2
II	July	11 to 14	3 and 4
III	September	12 to 15	5 and 6

The Practitioner Certificate in Consulting and Change (P3C) is a programme of professional development that will help you understand new perspectives in human behavior and certain organizational dynamics, which are frequently hidden out of sight.

When integrating practical aspects and business cases with an ample range of psychological disciplines, the P3C will allow you to know yourself and other people with whom you must interact at a deeper level than you might expect on a daily routine basis.

The P3C programme prepares you to examine and perform a meaningful role in leading organizations by expanding individual and organizational development and train your ability to handle changes.

Understanding how to manage adjustments among people, organizations and business objectives you will be able to make a significant contribution to the development of teams and organizations while becoming an agent of reflective change capable of designing different interventions in the field of organizations.



Who is this programme for?

The P3C programme is for external and internal consultants of organizations, HRBP, leaders, managers and professionals:

- To develop consultancy abilities for the management of people in organizations.
- To sharpen their understanding of group behavior, decision making, influence in group processes and knowledge of group dynamics through experiential learning.
- To deepen your practical abilities and your interventions with theoretical rigor, presence and authority.

Why choose P3C?

If you wish to sharpen your professional identity and experience new scenarios with greater presence and authority;

- If you consider that co-creating and elaborating cooperative practices are innovative in the work environment;
- If you want to make sense of your role as consultant together with an international group of colleagues from different backgrounds; we recommend you do this programme.

Dare to take risks and learn...

When committing to the perspective that the programme offers, you will be able:

- To focus your attention on time, space and scale concerning the design of organizational interventions;
- To contribute to the contents of the programme and learn about real problems, along with your peers;
- To re-examine personal matters, acquaint yourself with your creativity, presence and authority, while involved in the complexity of challenging organizational dynamics;
- Allowing you to experience learning and development in groups by integrating organizational and psychodynamic theories, as well as with practices of change through the perspective of consultancy;

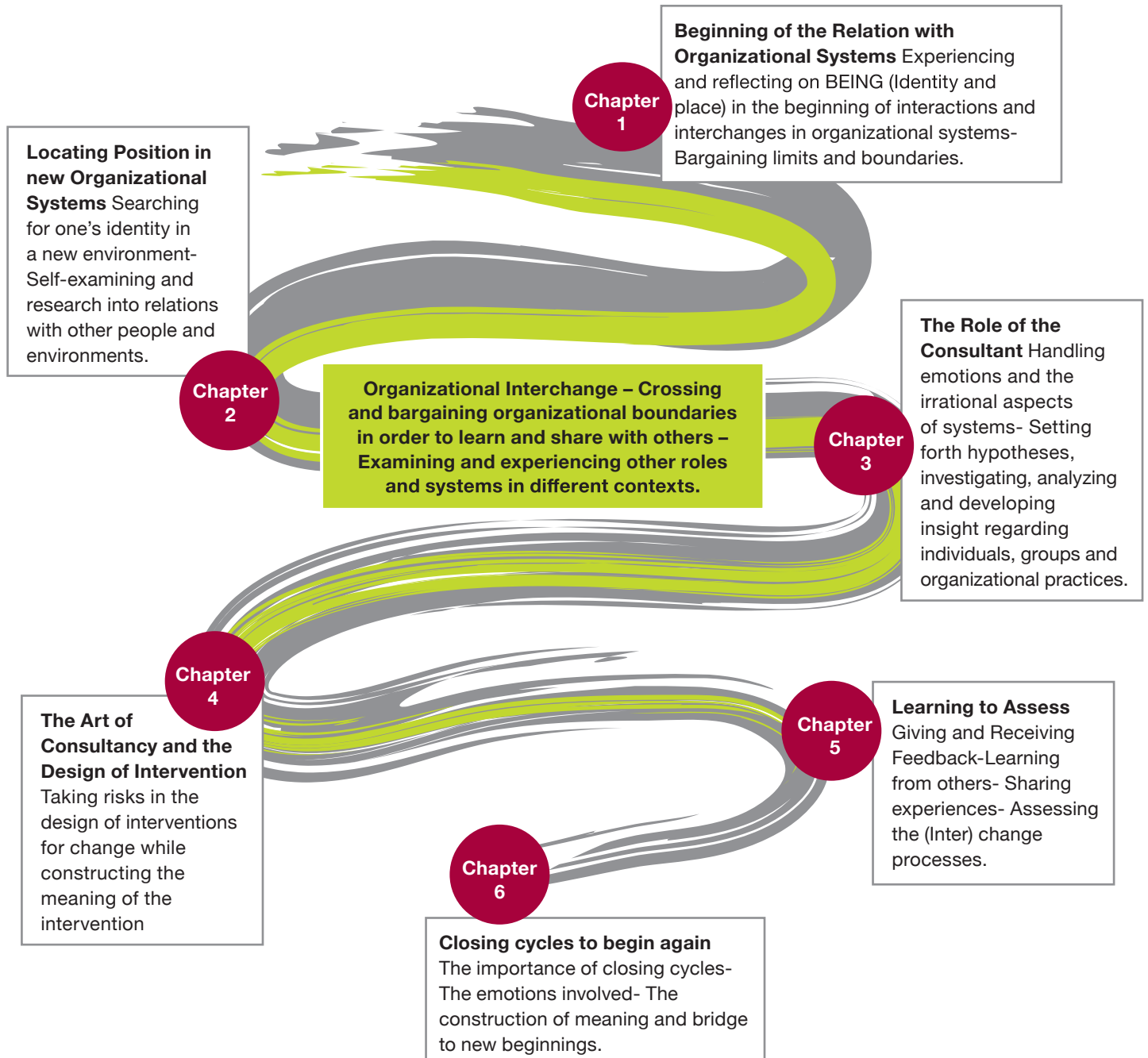
... Becoming a reflective professional capable of solving problems that emerge in real situations.

Design of the Programme

- This programme is based on Tavistock's classic expertise based on individual learning, group development and organizational change.
- We will work with classic and contemporary concepts of the Tavistock theory, as well as understanding organization complexity and post-modern theories including Constructivism and other traditions for "making sense".
- The modules develop different scenarios and experiential activities, from real practice cases backed by excellent theoretical contributions.
- Throughout the programme, during module times or the breaks between them, which are part of the context of learning in the program, participants are invited to join in a communication cluster (Basecamp)
- The activities of organizational interchange are co-created with the participants, to add a deeper stratum after sharing the practice, through interchange of experiences and perspectives around their role within their organizational environment. Together we will design the framework for learning and the contents in order to work on actual practice and professional matters constructing their development needs.

Design of the Programme

This is a residential programme that consists in three four-day modules. Each module centres on several aspects of consultancy cycles and organizational interchanges.



P3C Events

P3C's areas of learning that contribute to create new abilities and to improve us, the group and the system that we set out to change.



Cost

P3C Program*	Hotel full board**
US\$ 4,500 + IVA	AR\$ 28,350 + IVA
AR\$ 59,000 + IVA	AR\$ 28,350 + IVA

IVA: Added Value Tax 21%

* Check payment plan in installments

** Lodging costs include full board for the twelve days of the three modules. The lodging costs can be paid directly to the venue and in installments by credit card with 10% increase.

fitoz@fitozuberbuhler.com

Early Bird - Discounts

- Until 23/12/2016: USD 4.100 / AR\$ 53.000
- Until 28/02/2017: USD 4.300 / AR\$ 56.000
- After 28/02/2017: USD 4.500 / AR\$ 59.000

Certification

At the end of the programme after handing in your Portfolio you will receive the certificate from the Tavistock Institute of Human Relations of London: Practitioner Certificate in Consulting and Change.

“As the experience has been intense and the course helped us to learn through practice (we learned while living the concepts), I have realized how things change and evolve within an organization. I feel much more conscious of my role, as well as the limits of my job as a consultant. Learning with others presents the added challenge of leaving your own subjectivity to sail away with others. This is the real experience of a consultant who has joined an organization. That it is what I meant by “learning through experience” and how this could actually transform our mentality and consultancy behaviour on a daily basis”

Renata Bourroul, Independiente Consultant, Brazil

Location

Estancia La Concepción – Lobos, Buenos Aires, Argentina

The cost of the three modules stay includes full board and lodgings.

www.fitozuberbuhler.com



Inscription and Information

For further information about the Programme or to request the subscription form contact Gabriela Barrial. We suggest you sign up in as much advance as possible. Limited space.

Email:

administracion@bkchange.com

gbarrial@bkchange.com

www.bkchange.com

Lecturers



Lic. Gabriela Barrial Cert. TIHR (P3C)

Directing B&K Change generates the opportunity to develop one of my greatest interests that is applying social sciences to organizational analysis. As an organizational psychologist, I specialize in consulting and coaching in the social arena and collective group behavior of people who collaborate in the organization's process of change and transformation.

In my work as a consultant I put theory and practice into play with a focus on the way in which individuals, groups and organizations create systems of meaning to acquire knowledge and experience to give meaning to their experiences.

I consider experiential knowledge as an activating source of experience that stimulates people to become creators of what they have learnt. That is why in 2011 I founded Group Relations Argentina, in 2011, to create a framework of social analysis from the organizational experience perspective.

I have worked in Latin America, Europe and China.

E: gbarrial@bkchange.com



Leslie Brissett JP, PhD

My present position as Company Secretary and Main Consultant, and the Tavistock Institute of Human Relations merges two of my passions: effective governability and development of leadership in organizations.

I have held several positions in the public sector as senior executive and been a member of its Board of Directors, where I have been responsible for a budget directing large teams of personnel. I have developed a well tuned antenna within a political environment and I can work in highly complex settings with critical organizational problems. I have written, designed and given academic management courses. I am co-director,

with Dr. Mannie Sher, of the Institute in Dynamics at the Board Level Programme. I have been visiting professors of the P3C programme in the United Kingdom, and I am thrilled to work with some of the main consultants who lead this project in Argentina.



Betina Rama Cert. TIHR (P3C)

I specialise in consulting and coaching for change and diversity. Having worked for global teams who are undergoing major organisational changes taught me that is key to go beyond the business analysis and find the human variables that can hinder a successful strategy execution.

My point of view has been shaped by practical experience (I was member of global and regional leadership teams for Procter and Gamble for 16 years and have lived in the USA, Switzerland, France and Chile) and by my formal training as a Clinical Organisational Psychologist, an Executive Master in Consulting and Coaching for Change, INSEAD, France and the P3C certification from the Tavistock Institute in Argentina and B&K Change.

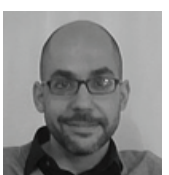
I am the editor and coauthor of the book "Liderazgo Femenino, aprendizajes de carrera de ejecutivas latinas" that shares experiences to help men and women to create more dignifying workplaces with a sense of purpose.



Juliet Scott BA Fine Art, Cert. TIHR (P3C)

My work is multidisciplinary integrating visual arts and social sciences in a dynamic way within an organization to open spaces to converse with arts and culture in the work space. I offer art and other interventions of organizational development that explore the role of the artist as an agent of social change incorporating concepts and technologies and investigation around matters of design, aesthetic, new objects, the meaning of space, places and interventions outside the organizations. I am responsible for creating new work activities in the Institute. I work Internally and externally on how to develop innovating investigation, evaluations and

projects of organizational development in which we can apply the methods and approaches that promote new knowledge and learning about the problems and challenges that the society presents. I was a lecturer of P3C Programme in the Kingdom United in 2011 and took part in the inaugural programme in Argentina in 2014/15.



Dimitrios Vonofakos PHD

Dimitrios has obtained his doctorate degree in Psychoanalytic Studies (2009) from the Centre for Psychoanalytic Studies, University of Essex, UK. His work focused on the study of cultures of work in public health institutions. He directed the project The early work of Wilfred Bion and John Rickman at the Centre for Psychoanalytic Studies and is currently working as an organizational consultant at BK Change and is a Visiting Fellow at the Centre for Psychoanalytic Studies, University of Essex, UK. He also a Member and National Representative for Greece at O.P.U.S (An Organization Promoting the Understanding of Society) in London, UK.



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B&K Change was created to offer services to organizations in different markets, both public and private, in consultancy areas, executive coaching, professional development, change and transformation. Constructing on knowledge and experience in organizational matters, B&K Change takes part in certain key organizational dynamics, as personal behavior and the network and ties that strengthen their collaboration in order to reach the objectives. We prioritized a systemic approach (organizational) to understand and provide an approach of the forces that operate in individuals. We have worked in groups and individuals generating professional networks and proposing bonds that facilitate thought and reflection in action. Since 2011, we have established Group Relations Argentina in order to promote learning through experiential work. We have developed professionals with Tavistock Institute of Human Relations at P3C Argentina and in Coaching for Leadership and at our local programme: Col - Labs; Human Relations Labs.



The Tavistock Institute of Human Relations is a non-profit organization that applies social sciences to contemporary issues and problems. It was officially founded as a benefit institution in 1947, though its work began before the war, along with the Tavistock Clinic. The Institute is devoted to the evaluation and investigation in action, organizational development and consultancy in change, executive coaching and professional development supporting sustainable change and permanent learning. Our people work creatively with people involved in innovating activities, pushing limits and handling difficult situations. We combine research and analytical capacity with practical aid in search of solutions and implementing follow-ups and we are particularly known for our capacity to work around issues that would otherwise remain out of sight, and at times unconscious. Our professional development openings include: Certificate in Dynamics at Board Level, Certificate in Coaching Leadership and Professional Development, Practitioner Certificate in Consulting and Change (P3C) and a portfolio of tailor made events at Group Relations.