

## GRANDPARENTING PROCEDURE FOR GESTALT PRACTITIONERS IN ORGANIZATIONS (GPO)

### GRANDPARENTING PROCEDURE FOR GPO

The Grandparenting procedure consists of two parts:

1. The Dossier (file)
2. The Peergroup

### THE DOSSIER

The content of the dossier consists of:

- A recent CV
- A list of activities of the last two years
- Testimony of the candidate
- Testimony of the mentor
- A case study

### A RECENT CV

The CV contains: personal details education, work experience, other activities, skills and other interests.

### LIST of ACTIVITIES

This list of activities shows how active you've been as a GPO.

For each activity list the following information:

- The client (organization, company, private person).
- The nature of the activities (coaching, team coaching, outplacement, reorganization).
- The length of the activity in which the activity took place and the number of sessions.
- A brief description of the activities in which the Gestalt approach is visible.

### TESTIMONY of the CANDIDATE

You will be asked to fill in the testimony, sign it and add it to the file (see form behind this procedure).

### TESTIMONY of the MENTOR

In the making of the dossier you will be guided by a mentor. The mentor determines with you whether the dossier has the sufficient information to go for the next step of the Grandparenting procedure; de peergroup. A signed, by the mentor, testimony needs to be added to the dossier (see form behind this procedure).

### A CASE STUDY

The case study will show how you work as a GPO using the Gestalt principles. To choose a case study you will pick a practical situation of last year. To describe your case make use of the following chapters:

- Situation sketch
- Personal background
- Problem analysis
- Way of working (method)
- Result

- Summary
- Conclusions regarding the professional and personal developed aspects. In other words 'what have you learned?'

#### THE PEERGROUP

The peergroup exist of minimal 4 persons. The leading of the peergroup belongs to an appointed (by EAGT) registered GPO. S/he will be assisted by a registered GPO from the country of which the members of the peergroup come from. Although it will be a collegial conversation, the chair person and the delegate will recommend (or not) the candidate for certification. The final evaluation lies with the Executive Committee of the EAGT who may delegate it to the GPO committee.

#### WORKING METHOD

Each member of the peergroup and the leaders of the peer group need to have access to the complete dossiers of all participants (send your dossier to the office of EAGT). The dossier serves as a basis for the peer group discussion in which the case study is the core element. Each participant gets an hour to defend her/his dossier.

The peergroup discussion consists of the following parts:

- The practitioner expresses her/him self as what is important in her/his praxis
- Getting support from the peers, what is well developed
- Gets challenged by the peers around what was presented (The intention is a collegial conversation with regards to content comes to being with a criticising character)
- The practitioner then expresses experiences so far and indicates what s/he takes along as developing issues c.q. accents for the coming five years.
- A short break in which the leader and the delegate of the peer group have a consultation with each other in order to make a decision whether the candidate will be certified or not.

#### GENERAL INFORMATION regarding the ORGANIZATION of the PEER GROUP

- The request for the peer group goes through the office of EAGT.
- After the application is sent (to the office of EAGT) a candidate will receive an invoice for € 100,- (registration fee).
- The office of EAGT shall designate a mentor.
- The mentor guides the candidate and signs the declaration of the file.
- The file should be, 4 weeks before the peergroup is set, in possession of the office of EAGT.
- At the end of the peergroup the candidate's completed form will be signed by the chair person and the delegate of the peer group and the assessment will be filled in (pass / fail). The candidate will also receive an assignment for the re-registration (re-registration costs come to € 50,-).
- The signed form will be send to the office.
- The office will send an invoice for membership fee which comes to € 90,- for a whole year. After having received the first membership fee the office will send the certificate to the candidate.
- The costs of the peergroup (travel- and accommodation costs) are for the peers.