



The Art of Group Analysis in Organisations: The Use of Intuitive and Experiential Knowledge (New International Library of Group Analysis)

Gerhard Wilke

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Leaders, teams and organizational consultants are faced with a situation of permanent transitions. The current world of organizations is full of beginnings and incomplete endings. The author assumes that the endless re-structuring of living networks of relationships in organizations 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 organization, which make things work. The author reflects on his practice of developing teams, professionals and organizations 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. The author wants to shift the attention of the professional consultant and organizational leader away from the individual to the group and whole networks of inter-dependent groups. This book spells out what practical use a group analytic consultant can be for an organization in transition or in need of adaptation.

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