

A large number of bright orange and red fish, likely goldfish or koi, are swimming in clear blue water. The fish are densely packed and moving in various directions, creating a vibrant and dynamic scene. The water is a clear, light blue, and the fish's colors are very bright and saturated.

Culture, Trauma, Pattern

Anne Lemaire

Griff Griffiths

Nicoll Loyd

Toine van der Doelen



Nicoll

Occupational Therapy – ordinary actions liberating wider change



Anne

OD Consulting – experiencing trauma in an organization



Griff

How psychotherapy frames trauma in individuals

Toine

How a construction engineer joins a trauma conversation with three OD people via a language of pattern, scale and Adaptive Action



You

A. What is...

Similar / Different between a therapist and OD practitioner?

and

Similar / Different between individual and organisational trauma?

B. Find examples of trauma in organisations.

Similar / Different between therapist and OD practitioner?

THERAPIST / OD	
SAME	DIFFERENT
<ul style="list-style-type: none">- Recognition of shame (individual / collective) in response to trauma- Give permission to talk about it- Creating the right env to explore the trauma- Tools & models to help understand what has gone on- Understanding self as starting point for working with individual / group/org- Use of self	<ul style="list-style-type: none">- Level of experience/exp of the practitioner- Level of complexity- Dealing with a "collective consciousness"- Multiple stakeholders- Power dynamics

Similar / Different between individual and organisational trauma?

Individual trauma - organizational TRAUMA

SAME	DIFFERENT
psychological contract Broken - no trust	ONE - MANY PATTERNS can share - can't share
confusing / not understanding	accepted (ind) - NOT accepted (org.)
NOT IN CONTROL	Language acceptance for grievance verses denial grievance
- ROOT cannot MADE visible	
- ROOT is so far in past that IT IS NOT KNOWN	
	Reinforcement



Now what?

[Granto.eu/events](https://granto.eu/events)

When: 23/05/19 12:15 – 13:15 BST

Where: Zoom zoom.us/j/3235508378

During this online session, we'll take the data that was generated in the ODNE session and together do some further sense-making with it.