Thomas Giernalczyk/Mathias Lohmer (eds)
The Unconscious in the Company
The Psychodynamics of Management, Consulting and Change Management
Series: Systemic Management
245 pp., hardbound
EUR 49.95
ISBN 978-3-7910-3213-9
2012

Personnel Management / Management / Career

Breaking through mental blocks; releasing creativity. In order to achieve these two goals, one needs knowledge about the unconscious process in organisations as well as the ability to control them. The systemic-psychodynamic consulting approach presented in the book meets this need. In addition to basic knowledge, professional praxis is in the focus of attention. On the individual level, the focus is on ′leading and coaching′ and on the group level ′team and organisation management′. The primary areas of consulting, including burnout prophylaxis, women in leadership positions and intercultural collaboration are introduced with concrete instruments, interview guidelines and case study examples.
New perspectives for all practitioners involved in manager and organisation consulting.

About the Authors:
Prof. Dr. phil. Thomas Giernalczyk, Graduate Psychologist, Organisational Consultant, Honorary Professor in the Faculty of Pedagogy of the University of the Bundeswehr, Munich; partner of the Munich Institute for Psychodynamic Organisational Consulting (IPOM); Dr. phil. Matthias Lohmer, Graduate Psychologist, Supervisor, Organisational Consultant, Coach, Managing Partner of the IPOM

Intended Audience:
1 Organisational consultants, coaches
2 Managers, human resource managers, personnel developers
3 Therapists, psychoanalysts

Key Features:
1 State of the art of psychodynamic organisational consulting
2 Covers current topics like burnout prophylaxis, women in management positions, management styles
3 Solid practical utility thanks to concrete case studies, instruments and interview guidelines