

Gerhard Wilke

Business Consultancy and Group Analysis

What Service can we provide?

If you want to:

- Unlock the wisdom, potential and commitment in your people and groups
we can help.
- Turn a negative into positive energy flow in your team(s) and the whole system
we can provide the support
- Be more effective in meetings and maximise the benefits of your networks
we can coach you and the people you depend on

Our art is to help you:

- Find your very own style in leading
- Learn to depend on others
- Practice the art of the possible
- Get real with people to get things done.

CONSULTANCY

Executive Coaching

- Gerhard's approach to coaching involves interviewing peers, briefs and bosses.
- Afterwards, he and his client define the aims of the coaching process.
- Once started, the coaching relies on a "learning from experience approach". This means that the client brings a problem, we explore the solutions available and the client will experiment with it.

Team Development

- Teams are not construction sites; they are living networks. Gerhard offers team development tailored to need.
- He develops teams by sitting in on business meetings and reflects, with the group, on how it relates, gets real and offers mutual support when trying to implement strategic change.
- Gerhard also facilitates off site meetings and away days which enable a team to touch taboo subjects and raise its performance.

Whole Systems Work

- Gerhard is one of the leading experts on the use of large groups, in practice and theory.
- He brings the organisation together to hold strategic conversations because a process of free and open association helps release the energy locked up in various groups and throughout the whole organisation.

- By connecting people face to face, the capacity is build up to deal with external threats and internal regression.

Mediation

- Over the last decade Gerhard has helped several organisations prevent complaints from becoming fully blown legal disputes.
- The gain has been to restore morale in the team(s) affected and the organisation saved expense in money, energy and lost morale.
- Mediation interventions are tailor made and designed with those involved; the process ends in a review which allows the lessons learnt to be used by the organisation.

Living Leader Development

- Gerhard Wilke is an organisational and leadership development consultant with a track record in research and publication.
- He co-authored the book Living Leadership, A practical guide for ordinary heroes, published by Financial Times-Harper Collins, 2009 Second Ed.
- Gerhard developed "life consulting" as a method of growing the "individual leader, the executive group and their performance. Development is linked to "live" problem solving, not to abstract training ideals.

GROUP ANALYSIS

Facilitation

- Gerhard is a training analyst in Group Analysis and has taught students at the Institute of Group Analysis in London and all over the world. He has experience of facilitating small (5 - 15) and large groups (16 - 450) in organisational, training and clinical settings. Essentially, the art of group analysis is to help a group to learn to talk to each other and stop talking about each other.

Supervision

- Gerhard has a practical approach to team supervision. His focus is on developing a group dynamic process. So, with clients, he decides which setting fits best into the working pattern of the organisation. This can be monthly, quarterly or even bi-annually. Gerhard links the task, the group dynamic, the organisational culture and the outside world in his search for solutions to enhance reality testing.

Large Groups

- Gerhard has spent the last ten years developing a group analytic theory and practice of how to facilitate and use large groups. He has used the large group method (consisting of free association and without a fixed agenda) in the private sector, the public sector and in Training contexts. He sees large groups as laboratories for learning to manage uncertainty, complexity and organisational culture.

Training

- Gerhard is a member of the team which provides a psychodynamic Executive Training Programme for Scandinavian business leaders.
- He was faculty member of the Leadership Development Programme of a top Law firm in London and has provided tailor made training for many organisations throughout Europe and Australasia
- He is also a training analyst on the Group Analytic Seminar, attached to Frankfurt University and the Institute of Group Analysis, London.

Lectures

- Gerhard has throughout his professional life lectured researched and published. He regularly gives talks at Oxford and London.
- Gerhard offers to be a speaker at events like the conference of Scandinavian HR Directors in Copenhagen.
- Gerhard has a Diploma in Adult and Higher Education from London University and teaches on a number of Group Analytic Training Courses in Europe.
- He can lecture in English and German.