Gerard Fromm: The Clinical Dimension of Organizational Consultation

“The therapist looks out her window and sees her patient gesticulating wildly and thinks the patient is quite mad – until she changes her position and sees that the patient is actually fighting with someone. When she points this out to her patient, the patient starts fighting with her!”

Workshop Frame: There is a clinical lore – almost an oral tradition – that comes from the practice of psychoanalytic psychotherapy, especially with more troubled patients. Distinct from the various schools of psychoanalytic theory, this lore has to do with bedrock clinical concepts – unconsciousness, free association, resistance, regression, transference, countertransference and a few other basic ideas. What perspectives are opened, challenges presented and potential gains made by understanding our psychoanalytically-based organizational consultations as clinical events?

Workshop Design: This workshop will explore these questions through case examples brought by members. Each member should be prepared to present – informally but with some texture - one of their more difficult consultation experiences. As a group, we will explore each case from the perspective of the playing out of a clinical process, toward the goal of formulating the dynamics of the consultation over time and the meaning of the consultant’s interventions.

Workshop Participants: While this Workshop has proved useful in the past to members from a variety of professional backgrounds, it might be especially useful to practitioners who want to learn more about clinical psychoanalysis, how it applies to organizational consultation, and its implications for consultant intervention.

Gerard Fromm is a Senior Consultant to the Erikson Institute of the Austen Riggs Center. He has taught at, and consulted to, a number of psychoanalytic institutes throughout the United States. He is Past President of ISPSO, has directed or served on the staff of Group Relations Conferences in the United States, Canada, Europe and Israel, and is also the current President of the International Dialogue Initiative, an interdisciplinary group that studies societal conflict. He is the author of *Taking the Transference, Reaching toward Dreams: Clinical Studies in the Intermediate Area* and the editor of *Lost in Transmission: Studies of Trauma across Generations.*