

PROFESSIONAL DOCTORATE IN
Consultation and the Organisation

**TRAINING
PROGRAMMES**

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Ref. D10D



The Professional Doctorate in Consultation and the Organisation aims to develop consultancy skills and capacities to an advanced level and to equip students with the knowledge and skills to undertake original research in the field.

It will provide the basis for:

- High level professional consultancy to large and small organisations
- Scholarly contributions to the knowledge base in the field
- Leadership in the field of organisational consultancy
- The capacity to train others in organisational consultancy

It will also provide opportunities for those in or seeking high level management positions to develop and deepen their understanding of complex organisational issues.

Students will be expected to undertake a wide range of consultancy projects under supervision, to develop advanced theoretical understanding and professional skills and to contribute to a growing body of knowledge about organisational consultancy. The academic standard of the Professional Doctorate is equivalent to a conventional PhD, but it also enables scholarly research to be rooted in sound professional practice.

This course is offered in partnership with the University of East London

FURTHER INFORMATION

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Requirements

To enter the Professional Doctorate programme, students must have undertaken a recognised course of study at masters level in consultation to organisations from a systems/psychodynamic perspective and must be engaged in current work of an appropriate nature. This may include work as an organisational consultant, employed or self-employed, or as an employee within an organisation with managerial responsibilities.

Those wishing to enter the programme who do not have an equivalent degree must present evidence (APEL) of equivalent levels of competence. All applicants will need to have completed by the end of Year 3 of the course, a minimum of two Group Relations Conferences, at least one of which is residential, totalling a minimum of 10 days experience.

Course structure

The course has two main elements: they are the Professional Practice Programme and the Consultancy Research Project leading to the final thesis.

Students will be required to conduct a number of consultancy projects in different settings in which they will either work alone or as part of a team. This work will be completed in the first 3 years of the course. The Professional Practice Seminar together with the Consultancy Work Discussion Seminar and individual supervision on consultancy practice offer both taught and practical elements to support all of these consultancy endeavours.

Consultancy Research will involve an investigation within psychoanalytic and/or systemic theoretical frameworks, which will be expected to make an original and scholarly contribution to the field of organisational consultancy or to the understanding of organisational dynamics. It will draw on consultation work done within the professional programme. Research is supported by a thorough grounding in research methods through taught seminars in Years 1 - 3 of the course.

Aims

Students on this programme develop an advanced and sophisticated awareness of organisational, inter-group, intra-group, and interpersonal issues that lead to functioning or dysfunctional individuals and teams. By the end of the programme they will evidence a well developed capacity and capability to intervene as an organisational consultant in a wide range of complex organisational issues and contexts, using the Tavistock systems psychodynamic paradigm as a framework.

They will complete original research project of direct relevance to consultation in organisations from a systems psychodynamic perspective, making a scholarly contribution to the knowledge base in the field.