

## *What is psychodynamic organisational therapy?*

Psychodynamic organisational therapy is an application of psychoanalytic thinking that focuses on the interaction between the unconscious dynamics of organisations and the unconscious dynamics of individuals. It differs from other applications practiced by psychoanalytic clinicians trained to work with individual patients within the consulting room, although it shares the same theoretical base.

Psychodynamic organisational therapy addresses the complex problems that can arise within the workplace; and particularly in settings that support distressed, vulnerable or violent clients, or that deal with entrenched systemic problems of unprocessed trauma, inequality, disability or discrimination.

The culture of the workplace can be vulnerable to the anxieties and stresses of the individuals who work within it, to the pressures of the task required of them, to the emotional distress or dysfunction of the clients they serve, and to the many adverse external circumstances that may impinge upon it.

Individual role consultation with those in charge can help managers to deal with issues that are stirred up in their teams by exposure to traumatic events, emotional distress, disability and mental illness.

Reflective group work can help staff make sense of experiences of relational difficulties and of secondary trauma that may reflect the problems and preoccupations of their clients; psychoanalytic process groups and therapeutic supervision can help to explore how the internal worlds of the many individuals who staff an organisation, and the internal worlds of their clients, may intersect and impact upon one another.

Through this work, facilitated by psychoanalytically trained organisational therapists over a sufficient period of time, managers and their staff teams can learn to build and maintain a therapeutic environment, providing a culture of empathy, collaboration and resilience and a more effective service.

Participation in this process constitutes a foundational training in psychoanalytic thinking, and can be formally accredited as a preliminary step towards a qualification in psychodynamic organisational therapy.

Trainings in this modality are offered by APPCIOS (The Association for Psychodynamic Practice and Counselling in Organisational Settings)

You can find out more by going to one of the APPCIOS websites - <https://appcios.info/> - or <https://psychodynamicthinking.info/>