



Gestalt Practitioners in Organizations

EAGT

GPO Handbook

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SECTION A – Background

1. *About EAGT*

The European Association for Gestalt Therapy (EAGT) was founded in 1985, with the aim of gathering European individual Gestalt therapists, Training Institutes and National Associations, of promoting Gestalt therapy in Europe, combining and exchanging knowledge and resources, fostering a high professional standard for Gestalt therapy and encouraging research. Today over 1.000 members (institutional and individual) from more than 20 European Nations are part of the association.

The EAGT functions through 3 main bodies, which are:

- the Executive Committee consisting of 6 members: the President, Chair of the Training Standards committee, the Treasurer, the Secretary, the External Relations / NOGTs Officer and the GPO chair. One member is nominated as Vice president. The Executive Committee are supported by an office manager;
- the General Board consisting of representatives of National Associations plus the Executive Committee;
- the Meeting of Members (which gathers at least once every year). Elections of all officers of the Board are held every 3 years.

The main documents which regulate the EAGT are:

- the statutes;
- the training standards;
- the Code of Ethics.

More about EAGT:

EAGT is an EWAO; which means a European Wide Accrediting Organization and as such a member of EAP, EAGT has to re-register itself every 7 years. It was re-registered for another 7 years till 2021.

2. *Development of EAGT GPO Accreditation*

Since 2002 EAGT has also welcomed those who work with the Gestalt approach in organizations as leader, manager, consultant, coach, trainer, facilitator, etc.

GPO stands for Gestalt Practitioner in Organizations, which means that a professional who is a GPO applies the Gestalt approach during their work as leader, manager, coach, trainer, consultant or facilitator.

Some main characteristics:

- S/He works with his awareness of the present situation;
- S/He uses her/himself as an instrument;
- S/He focus on the process to achieve an effective, long lasting result;
- S/He makes the implicit, hidden processes, explicit and visible; in that way s/he enables deeper understanding.

GPO's can be found in profit and non-for-profit organizations such as businesses, retail companies, healthcare organizations, education etc. They work as general managers, human resource managers, personal- and team coaches, trainers and internal and external consultants. In general, GPO's are highly valued because of their profound knowledge and deep understanding of organizations.

EAGT works with a draft set of standards to acknowledge the experience and expertise that already exists in the field. In this basis, EAGT has worked out and formulated an accrediting procedure through which one can apply for GPO membership in EAGT.

Individuals wanting to go through the accrediting procedure should register with the office of EAGT. The office will arrange for a mentor to support the candidate during their preparation for an accrediting peer group and later on a certifier to be present as an external expert during the peer group meeting.

At the moment we have around 100 GPO members from 14 different countries and the number is growing.

3. *EAGT GPO Committee*

The purpose of the EAGT GPO committee is to formulate standards and accreditation procedures in order that people can achieve full GPO membership of EAGT.

Members of the GPO Committee are as described in this overview [Committee members](#)

4. *Introduction to and summary of accreditation process*

Originally, the GPO committee of the EAGT had two different procedures, one for authorization of institutes and one for certification of individual GPO members.

However, based on the experience of the past 5 years, the committee let go of the idea of authorization of institutes for two reasons: first of all, most institutes are already accredited as Gestalt therapy training institutes, which means that they fulfil the requirements as described in the Training Standards, and secondly, we realised that the authorisation of institutes was a too ambitious plan to realise.

Of course, we will still look at the quality of the training program that an applicant has followed, e.g. the number and professional background of the trainers involved, but we will no longer strive for authorisation of an institute.

SECTION B – EAGT GPO Individual Accreditation process, EAGT GPO Practitioner Application Requirements

1. *Rules and Steps in process of individual GPO accreditation*

a) Requirements

To be able to apply for a GPO membership, a person needs:

- At least two years of gestalt training, preferably fully on Gestalt in organizations, but at least 25 hours of the program need to be directed to Gestalt in organizational work (training should be taught by an Accredited EAGT GPO). The total program needs to consist of a minimum of 150 hours
- At least 15 hours of gestalt supervision on gestalt in organizations and at least 5 hours on an individual basis. Minimum of 7 hrs of the 15 hrs supervision should be conducted by a qualified organisational supervisor (preferably an accredited GPO).
- At least five years of experience of working in an organization as manager, coach, trainer or consultant.
- The two years of Gestalt training should fall in the five years of experience.

b) Accreditation process

- The accreditation of individual GPO's includes the following steps:
- The candidate inquires through the EAGT website, follows the link and registers via the online form: https://www.eagt.org/forms/regi_GPO/regi_GPO.php (Appendix 1); The non-refundable registration fee is €150,00.
- Once the candidate has paid the registration fee, the office manager will inform her/him about the procedure, including the requirements of a dossier and the process of the peer group meeting;
- A first mentor will be assigned to the candidate by the GPO Committee for support during the preparations for the peer group meeting;
- The first mentor will decide together with the candidate which peer group meeting the candidate will attend; usually, there are four dates per year for peer group meetings;
- In the process of making the dossier, the candidate will be guided by the mentor for up to one hour (including feedback on written documents);
- The completed dossiers, signed off by the first mentor and including all attachments, must be uploaded in one document to EAGT SharePoint at least one month before the meeting. ;
- Because complete confidentiality cannot be guaranteed by the mentor, certifier and/or peer group, the candidate is fully responsible for the dossier and the provided information. Special care should therefore be taken to disguise information that can be considered confidential and

the candidate should make sure to have either oral or written consent from their clients or organizations before making the dossier;

- In preparation of the peer group meeting, the second mentor and certifier, decide whether the dossier fulfils the criteria to present it in the peer group;
- The candidate will be invited by the certifier to the peer group; usually peer group meetings take place online;
- During the peer group meeting, the dossiers will be discussed according to the agreed procedures;
- After the meeting, the certifier, after consulting with the second mentor, will take the final decision on whether or not to recommend the candidates for accreditation, based on the following criteria:
 - Formal Presentation (of both the written paper & the oral sharing), Presence and Engagement;
 - Their work with the awareness of the present situation;
 - Their use of themselves as an instrument;
 - Their focus on the process to achieve an effective, long-lasting result;
 - Their ability to make the implicit, hidden processes, explicit and visible enabling deeper understanding;
 - Their ability to show a consistent and coherent theoretical framework.
- After that, the certifier will inform the GPO committee and recommend their decisions of the peer group meeting;
- The GPO Committee finally approves the candidates and informs the EAGT Office to proceed with the membership onboarding.

c) The dossier (log and case requirements)

The content of the dossier consists of:

- CV
 - The CV contains: personal details, education, work experience, other activities, skills and other interests.
 - The CV needs to make clear that the applicant fulfils the requirements for becoming a GPO (see section 1a above),
- List of activities
 - This list of activities shows how active the applicant has been working as a GPO over the last 2 years with a maximum of 6 activities.
 - The list should not exceed 1000 words.
 - For each activity, the following information should be included:
 - The client (organization, company, private person).
 - Timescales/ length of activity (The length of the activity in terms of days or numbers of sessions for example)
 - The nature of the activities (e.g. individual coaching; team coaching; event design and delivery; stakeholder management; reorganization).
 - Result (what happened as a result of the work – what was the impact?)

- How Gestalt influenced the work: (this section should make up most of the response and indicate which 'gestalt maps' were used in the activity and why)
- Testimony of the candidate
- Testimony of the mentor
 - The mentor will sign this testimony if s/he approves the dossier. The certifier and second mentor also need to sign off the dossier before scheduling the candidate for the viva.
- Case study
 - The case study illustrates work as a GPO using the Gestalt principles from the last 24 month. To describe the case, consider the following headings:
 - Outline of the presenting issue
 - Background to the presenting issue
 - Way of Working (method using Gestalt)
 - Result/outcome (impact on the field)
 - Conclusions regarding the professional and personal development aspects (what was learned?)
 - The case study should not exceed 3000 words.

d) The peer group

The peer group consists of at least 4 persons. The certifier acts as leader of the peer group meeting. Although it will be a collegial conversation, the certifier will in the end (after the meeting) decide whether to recommend the candidate for accreditation.

The certifier will have the final decision for the recommendation of the accreditation of the candidate. This will be based on their approval of the dossier as well as the presentation of the case study, based on the following criteria:

- Formal Presentation (of both the written paper & the oral sharing), Presence and Engagement;
- Their work with the awareness of the present situation;
- Their use of themselves as an instrument;
- Their focus on the process to achieve an effective, long-lasting result;
- Their ability to make the implicit, hidden processes, explicit and visible enabling deeper understanding;
- Their ability to show a consistent and coherent theoretical framework.

Each participant gets an hour to defend their dossier during a peer groups discussion. The peer group discussion consists of the following parts:

- The practitioner expresses what is important in their praxis, e.g. based on their case study;
- The other participants will give their feedback on what is well developed;
- The other participants will challenge them on what might be developed further;
- The candidates discuss experiences so far and indicates possible next steps for further development for the coming five years;
- However, the certifier, after consulting with second mentor, makes the final decision on recommending the candidate(s) for accreditation. They can do this within the meeting or they will do this within two weeks after the peer group meeting and will inform the candidates, the office of the EAGT and the GPO committee.

2. *Qualifications and Instructions for Mentors*

There are two kinds of mentors: first (candidate) mentor and second (peer group) mentor.

The mentor of a candidate and/or peer group should fulfil the following criteria:

- Being a GPO member of EAGT and appointed by the GPO committee.
- The second monitor should not be related to the candidate's education process as a Gestalt practice in organizations.

The first mentor will:

- Guide the candidates in writing their logs and case study, the mentor is not a supervisor, but a guide during the process of completing the dossier.
- Decide whether the log and case study fulfil the criteria as described in the handbook and then send it for approval to the other mentor and certifier;
- Inform the EAGT office, second mentor and certifiers if a candidate, despite his/her support is not able to fulfil the criteria;
- Inform the EAGT office, second mentor and certifiers if the candidates are ready to meet the certifiers in a peer group meeting.
- If significant guidance/advice is required, the mentor may charge a fee; similar to a supervision fee.

The second mentor will:

- Accept the candidates log and case study. Support the certifier in leading a peer group.
- Support the certifier in the decision-making process.

3. *Qualifications and Instructions for Certifiers*

The certifiers should fulfil the following criteria:

- They are GPO members of the EAGT and appointed for this function by the GPO committee;
- Have experience in leading a peer group meeting at least once in the role of second mentor.
- should not be related to the candidate's education process as a Gestalt practice in organizations.

The certifier(s) will:

- After having received the request from the office and having been appointed by the GPO committee, set a date for the peer group meeting for a dialogue with the members of the peer group (the candidates);
- Lead the peer group meeting with support from the second mentor according to the schedule as described in the handbook;
- Decide with support of the mentors either within the meeting or the latest within two weeks after the meeting whether a candidate can be nominated for GPO;
- Be willing to have a dialogue on the decision with the involved peer group;
- Inform the office of EAGT and the GPO committee about the decision;
- Be willing to have a dialogue with the GPO committee about the decision.

Instructions for Issuing Accreditation and EAGT membership

- A. After the peer group the certifier of the peer group will inform the office of the EAGT about the outcome of the peer group;
- B. The costs of the peer group meeting (travel- and accommodation costs) have to be covered by the candidates / members of the peer group. These costs are pre-paid by EAGT and the peers will receive an invoice for these costs. Each peer will receive an invoice for her/his share of the costs.
- C. In case the candidate passed the peer group, the office will send an invoice for membership fee which comes to € 90, - for a whole year (one invoice will be sent with the costs and fee mentioned under c. and d.).
- D. After having received the travel- and accommodation costs plus the first membership fee the office will send the certificate to the candidate and the new member will be listed on the website of EAGT.
- E. A certificate is valid for a period of 5 year.
- F. After these five years, the GPO member will receive an invitation for the re-certification. Re-certification will be done by filling in the re-certification form, which will be checked by the chair of the GPO committee.
- G. The fee for re-certification comes to € 50, -

1. *Process of being refereed from the first Case Study Presentation*

- A. In the case the candidate does not meet the requirements for either the written work or the CV and list of activities, their mentor (the first mentor) will give them feedback on the process and the requirements for submitting again.
- B. If the candidate's dossier is approved by both mentors and the certifier and is deferred on the Case Study Viva, the certifier and the second mentor will submit a feedback form (please see appendix for the feedback form) with detailed feedback on each of the six components required to become an accredited GPO. The certifier will come back to the candidate and EAGT office which will keep the dossier of the candidate and schedule another date for a second viva where the certifier and mentors will be present.

SECTION C – EAGT GPO Supervisor Application Requirements

EAGT GPO Supervisor Accreditation process, Rules and Steps in process of GPO Supervisor accreditation.

1. Requirements

To become GPO supervisors you have to fulfil the following criteria:

- Be full member of the GPO for at least two years
- Demonstrates ongoing hyper-vision/peer-group intervention of their supervision work with a minimum of 2 meetings per year
- Submit recommendations from at least two accredited GPO member who know their work as supervisors from first hand experience (consultative supervisor, peers supervisors).

Apart from these criteria you have to prove one of the following qualifications:

- A. Graduate of a supervisors training program which lasted at least 80 hours. The program was led by at least two accredited supervisors one of them is preferably a GPO accredited supervisor; OR
- B. Be accredited supervisor in a current registered organisation relevant to the work as a GPO; OR
- C. Have a proven experience as a practitioner in organisations for the last five years AND submit proof for their professional practical –and theoretical public activity in the area of the Organisational Gestalt. Writing articles in journals and/or books, giving lectures, demonstrations or workshops on congresses.

For all GPO members who are a GPO supervisor we expect to become an active member of the Chamber of GPO supervisors, which will meet at least two times per year to share ideas and help to further develop the GPO supervision.

2. Accreditation process

The accreditation of GPO supervisor includes the following steps:

- The candidate GPO supervisor registers through the EAGT GPO website uploading the GPO Supervisor Application Form (Appendix 4);
- the application is reviewed by the GPO Committee for compliance with the criteria within 8 weeks of its submission. During this time, the GPO Committee may:
 - accept the candidacy,
 - ask the candidate for additional information/documents and/or invite him or her to an additional interview,
 - reject the candidacy;
- if the candidate is accepted, an information e-mail and an invoice for accreditation are sent to the candidate;
- after paying the accreditation fee, the person receives a GPO supervisor certificate and is entered on the list of GPO supervisors;
- in the event of rejection of the candidacy, the person receives an e-mail with information about it along with the justification of the decision.

All GPO accredited supervisors are re-accredited every 5 years in showing that they are still GPO-members and active as GPO supervisors and presenting themselves to the public in teaching, writing or participation in conferences.

Applications for a GPO supervisor certificate will be addressed to the office of EAGT. The fee for accreditation and re-accreditation is €50,-.

GLOSSARY

Accreditation	Is the process in which an individual GPO candidate will be evaluated if s/he meets the EAGT GPO qualifications and can receive the GPO status
Awareness:	The experienced perception of person and environment (see Gestalt literature).
Certifier:	The certifier is a GPO member him/herself for at least three years and preferably a member of the GPO committee, but at least appointed by the GPO committee.
Coaching:	Is the practice of supporting an individual, referred to as the client or coachee, through the process of achieving a specific personal or professional goal.
Consulting:	Refers to both the industry and the practice of supporting organizations to improve their performance.
CV:	Stands for Curriculum vitae and it is a summary of academic and professional history and achievements.
EAGT:	Stands for European Association for Gestalt Therapy.
EAP:	Stands for European Association for Psychotherapy.
Ethical Code:	Is a set of guidelines to raise awareness on the quality of choices and decisions a GPO makes during his profession. EAGT has formulated its own code of ethics for Gestalt practitioners in organizations which can be found through the following link: http://www.eagt.org/joomla/index.php/resources
GPO:	Stands for Gestalt Practitioner in Organizations, which means that a professional who is a GPO applies the Gestalt approach during her/his work as leader, manager, coach, trainer, consultant or facilitator.
First Mentor:	The mentor guides the candidate through the certification process and preparing his log and case study.
OD:	Stands for Organizational development
Peer group:	A group of minimum 4 people who are candidates to gain accreditation as a GPO member of EAGT.
Secondmentor:	A person who supports the certifier in running a peer group and the decision-making process.
Supervision:	The process in which a professional is supported by a person with more expertise in his field of work to gain more insight in his own style of working and the underlying thoughts, feelings, assumptions and choices.

APPENDIX

1. GPO Registration form
2. GPO application form
3. GPO re-accreditation form
4. List of mentors, certifiers and working group

3. Appendix 1

Go to <https://eagt.org> and look for become a member, then GPO registration form

European Association for Gestalt Therapy
Revised 2023-05-16

Registration Form for Gestalt Practitioners in Organization (GPO)

Personal Data:

Last Name: Date of birth:

First Name:

Street Address:

Zip Code and Place/Town:

Country:

When accredited, list me on the EAGT GPO website.
 Name, email and above address Name, email and limited info below Do not list me

Limited info Specify (max 100 char):

Email: WebSite:

Comment:

I declare that the information in this file is accurate

I agree with the rules and steps of the process of an individual GPO accreditation, as formulated in the GPO Handbook.

I register for an individual GPO accreditation.

I accept all costs related to this accreditation. The non-refundable fee is €150,00.

I have read and agree to the privacy statement of the EAGT.

I accept that EAGT stores this information during my membership, and shares my email address for invoicing purposes. (With Bank or PayPal.) In EAGT only officers or employees of the organisation can access my data.

1E323R

Please enter the code above in the box below.

Can't read the image? Please click [here](#) to refresh

Confirm and Submit

4. Appendix 2

Go to <https://eagt.org> , “Become a member” and look for GPO application forms . It will be a downloadable document template or an online form.

Appendix 2

www.eagt.org



European Association for Gestalt Therapy
Established 1985

EAGT – Office wilma.trip@eagt.org
Please send the application form to membership@eagt.org

Name of Bank ABN / AMRO
Address of Bank Buitensingel 63
Place of Bank 6951 AX Dieren
Country of Bank The Netherlands
Bank Account 60.38.68.053
BIC (Bank Identifier Code) ABNANL2A
IBAN (International Bank Account Number) NLOSABNA0603868053

APPLICATION FORM FOR GESTALT PRACTITIONER IN ORGANIZATIONS (GPO)

PERSONAL DATA:	
Last Name:	Male <input type="checkbox"/> Female <input type="checkbox"/>
First Name:	
Street address:	
Zip code and place/town:	
Country:	
Please list me on EAGT's website with:	

e) TESTIMONY of the CANDIDATE (Attachment 3)


Go to <https://eagt.org>, "BECOME A MEMBER". and look for "TESTIMONY of the CANDIDATE ", It will be a downloadable document template or an online form

f) TESTIMONY of the MENTOR (Attachment 4)

Go to <https://eagt.org> ,"BECOME A MEMBER", and look for "TESTIMONY of the Mentor ", It will be a downloadable document template or an online form.

5. Appendix 3

Go to <https://eagt.org> and look for become a member, then GPO Re-accreditation form

 for Gestalt
Therapy

Re-accreditation for Gestalt Practitioners in Organization (GPO)

Email, that you are registered with in EAGT (Find at <https://ismember.eagt.org>):

Question 1: What did you do since your EAGT GPO (re)-certification?


Question 2: What makes it interesting for you to become re-certified as GPO?

I do abide by the Code of ethics and professional practice for Gestalt Practitioners in Organizations of the EAGT.

I know and abide the Code of ethics and professional practice for

I accept all costs related to this accreditation. The non-refundable fee is €50,00.

I accept that EAGT stores this information during my membership, and shares my email address for invoicing purposes with PayPal. In EAGT only officers or employees of the organisation can access my data.



Please enter the code above in the box below.

Can't read the image? Please click [here](#) to refresh

6. Appendix 4

Go to <https://eagt.org> , look for “become a member” , ”Application for GPO supervisor” applications . It will be a downloadable document template or an online form

a) APPENDIX A1 (if applicable): Certificate of the Supervision Training Program

Example :



b) APPENDIX B1 (if applicable): Certificate of the Supervisor Accreditation

Example :



7. *Appendix 5*

Go to <https://eagt.org> ,”BECOME A MEMBER ”, and look for “Mentors and Certifiers“ , It will be a downloadable document template or an online form