

TAVISTOCK
CONSULTING

Developing a Supportive Institution

A Systems-Psychodynamic Approach to Wellbeing

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Wellbeing in Higher Education

- Medical Model – Treatment Approach
- Wellbeing Model - Resilience Approach
- Holistic Model - Whole University Approach
- Building a Supportive Institution - A Systems - psychodynamic Approach.

Developing a Supportive Institution



Image by the National Workforce Skills Development Unit, Tavistock and Portman NHS Trust.

Conceptual Foundations

Interconnectedness: all parts of an organisational system can have an impact on all the other parts.

Uncertainty: a fundamental part of organisational life which impacts counter-productively if not acknowledged and engaged with.

Complexity: different individual histories and contexts create multiple perspectives, and an action or event may have multiple interpretations.

Unconscious life of organisations: the unnoticed or unacknowledged aspects of organisational life that influence individual and team emotions and behaviours.

Containment: the capacity of any part of the organisation to safely articulate, engage with and process emotions.

Collaboration: formal and informal ways of individuals connecting to achieve more than they could if working alone.

Authority: derived from a formal (or informal role), the ability to delegate decisions and tasks to other people.

The Five Pillars



Image by the National Workforce Skills Development Unit, Tavistock and Portman NHS Trust.

Leadership and Management



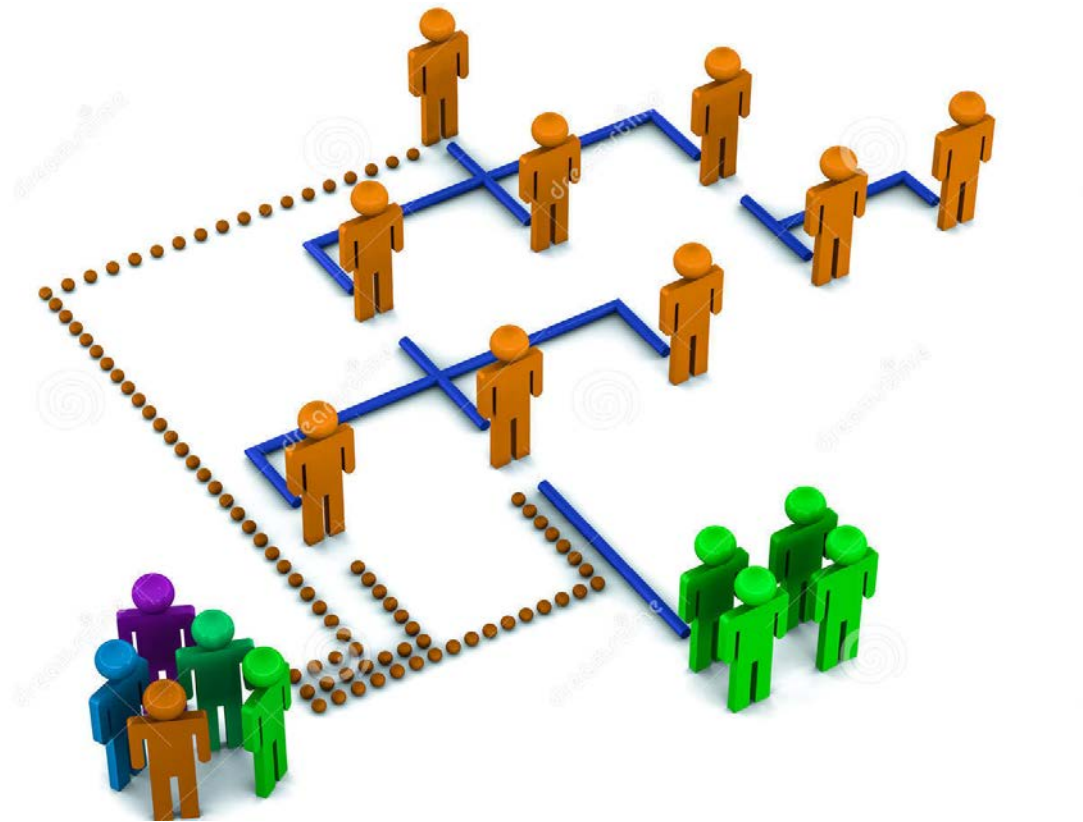
The Nature of the Work



Behaviours Attitudes and Beliefs



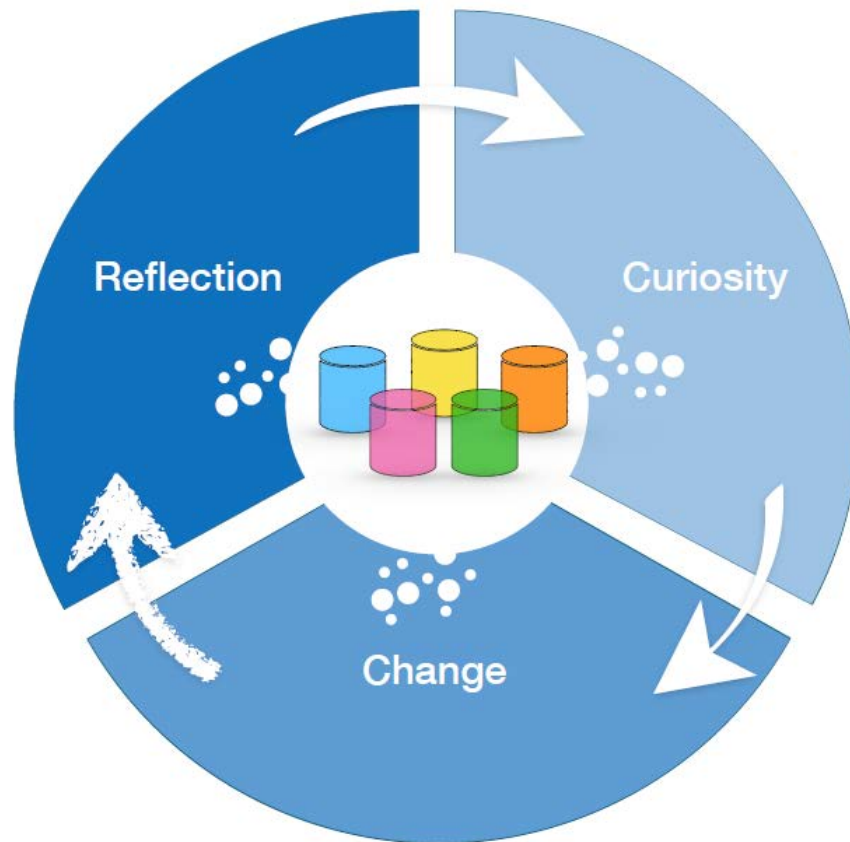
Structures and Processes



Psychological Safety



The Reflection, Curiosity and Change Process



Thank you

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