



Vasintha Pather: Organisational Practices to Promote Transforming Trauma Symptoms



Based in Johannesburg, Vasintha Pather is an organizational trauma specialist, psychotherapist and systemic leadership coach with 25 years of experience. She specializes in strengths-based approaches, Gestalt psychology and the application of embodied approaches in organisations through Gestalt Leadership Global which she founded. Join Vasintha in discussing how organizational practices can be used in healing trauma.

TOP EMBODIMENT TIP:

Stay embodied by singing over each others' and our own bones.

Introduction: Understanding Trauma To Navigate Its Space

- Awareness about trauma in coaching and therapeutic contexts has been generating global interest.
- There are different forms of trauma. Acute trauma results from a particular incident, while chronic trauma is repeated and could be a result of prolonged exposure or systemic trauma like racism, gender-based trauma, etc. This forms complex trauma. Notably, trauma can be individual and collective.
- Trauma affects our stress responses and can distort our relationships, our ability to enjoy life, and robs us of safety.
- Capacity for healing lays not in forgetting that the trauma occurred but in how we relate to it.

Healing Trauma: Huge Capacity In Organizations

- Gestalt is a German word for 'form' or 'shape'. The guiding idea of Gestalt Therapy is that the whole is different from the sum of its parts. Thus, there is a profound possibility for healing and generativity in organizations.
- We can work with organizations as if they are living systems and input health into the system, so it generates innovation and healthy relationships. Thus, we build a capacity to heal trauma.

Archetypes: "La Loba", The Bone Gatherer

- Archetypes are consciousness patterns of behavior and awareness that we inherit from our culture and ancestors.
- La Loba is an archetype from 'Women Who Run With the Wolves' by Clarissa Estés. La Loba is a bone gatherer who resurrects the wild spirit of life by dancing and singing over the bones. We need to restore this archetype of a wise woman. It demonstrates our natural wholeness, and, in the organizational context, capacity for new life, new creativity and new impulses.
- Such practices as storytelling, listening, and creating safe spaces, lead to wholeness.
- We have been taught that healing trauma is an individual journey. Its pain and lack of support fundamentally impacts our capacity to heal. However, If we turn to the community, we can access strengths from each other and elevate to a different level together.

Resources

- ❖ **References:** Dr. Michael Conforti, Assisi Institute; Margaret Wheatley 'On Self-Organizing Systems'



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