

# Experiential Learning in Organizations: Applications of the Tavistock Group Relations Training Approach

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Learning from experience is the theme of this thought-provoking and challenging volume edited by Laurence J. Gould, Lionel F. Stapley and Mark Stein. They have produced an authoritative sourcebook on this major strand of Group Relations Theory, which was developed jointly from psychoanalytic and open systems theories, including those of Bion, Klein and Freud.

The papers in this book address the broad issues of authority, leadership and organizational culture, whilst concentrating on other issues in-depth, such as inter-group conflict, and gender and race relations in the workplace. These papers ably demonstrate how learning from experience can be applied to working with a wide spectrum of managerial, educational, community, group and organizational concerns ranging from the individual to large systems.

"This book will be required reading for all who are interested in the theory and practice of working with groups and organizations, as well as those who have a serious interest in the area of experiential education and group relations training: Masters of Business Management (MBA) and other management students, managers, consultants, personnel and training professionals, researchers in group and organizational behaviour, and educationalists." -- Lionel F. Stapley from the Introduction

Contributors include Thomas N. Gilmore, Laurence J. Gould, Larry Hirschhorn, Ross A. Lazar, Susan Long, Eric J. Miller, Debra A. Noumair, Lionel F. Stapley and Mark Stein



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