

For immediate release

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The World's First Global Masters Programme in Organisational Analysis and Leadership to Launch

Crossfields Institute, a leader in developing integrative education, and The Grubb Institute, a pioneer in the field of group dynamics, today announced the launch of the world's first global university-accredited Masters programme in organisational analysis and leadership. The programme is delivered by the Grubb School of Organisational Analysis, a school within Crossfields Institute.

Simon Bazalgette, group chief executive of The Jockey Club, the largest commercial group in British horse racing, and chairman of the Grubb Institute said: "This collaboration with Crossfields Institute will allow more people to access the Grubb's work at the cutting edge of leadership education which began in 1957. I have found in my own career that an understanding of how organisations work and develop provides a far greater chance of leaders achieving success."

The Masters programme is accredited through a Crossfields Institute university partnership and is open to students from anywhere in the world. The programme will be delivered through a combination of Crossfields Institute's virtual learning environment (VLE) and experiential face-to-face intensive seminars. The course is based on the Grubb Institute's world-leading action research into group dynamics since the 1950s and its framework for transforming experience into authentic action through role and its associated concepts and methodologies. It offers its participants the chance to contribute to the ongoing development of the subject.

What distinguishes the programme from other approaches beyond the delivery methodology is how it enables participants to apply frameworks and models flexibly and sensitively into the unique nature and specific situation of any organisation. This method respects the realities of any given organisation and does not impose what the textbook says it should be.

The Masters is built on a range of programmes offered by the Grubb Institute over the past decade. Each has attracted senior managers and consultants spanning a range of disciplines from business and education through religious life to political activism and community care from around the world. In every case, significant changes resulted in all the places in which these men and women worked.

Bruce Irvine is the Head of the Grubb School of Organisational Analysis. He was previously Executive Director of the Grubb Institute, and is a senior organisational analyst, consultant clinical psychologist and fellow of the Royal Society of Arts, Manufacturing and Science. Bruce Irvine works internationally as an executive coach, organisational analyst and consultant with senior leaders in organisations within the corporate, governmental and institutional settings.

He said: "We are now in a position to establish the Grubb School of Organisational Analysis as a thought leader in organisational experiential practice, building on the work of the Grubb Institute over several decades."

The Grubb School of Organisational Analysis partners with organisations from the public, private voluntary and faith sectors to deliver action research programmes and leadership development. Partnering is also a key quality at the heart of Crossfields Institute, the educational charity which has now taken responsibility for the Grubb School.

Charlotte von Bülow, founder and chief executive of Crossfields Institute, said: "From day one, we have been working hard on an integrative approach to education design and development. With the launch of the Grubb School we have achieved another significant step towards realising our vision

of an alternative model of education which puts the individual human being and our need for community at the centre.”

Notes to editors

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Press releases and other material can be downloaded at:
www.crossfieldsinstitute.com/press-releases/

Crossfields Institute is a UK-based education charity and Ofqual approved awarding organisation established in 2007 with the vision of providing education that recognises and serves the potential of each individual regardless of means, abilities and culture. In response to the changing needs of society, Crossfields Institute pursues integrative education which acknowledges individual needs and widens participation.

Through its work in both further and higher education, Crossfields Institute combines intellectual challenges with practical skills, the development of emotional intelligence and social responsibility. Its understanding of the workademia-concept fosters work-readiness and the ability to apply learning in context.

Its higher education programmes are enabled through approval by UK universities and also partnership agreements with international universities and higher education institutes including the University of West of England, Coventry University and Alanus University in Germany.

For more information: <http://www.crossfieldsinstitute.com/>

The **Grubb School of Organisational Analysis** is a school of the Crossfields Institute. It exists to develop and promote the practice and theoretical evolution of organisational analytic practice as a contribution to the repair, healing and transformation of our co-created world.

For more information: <http://www.grubbschool.org.uk/>

The **Grubb Institute** was established in 1957 when it first worked with issues of faith, life and education in people’s working lives. In the context of the times, it was named The Christian Teamwork Trust and the Trust’s work in understanding human behaviour led to involvement in the early development of the group relations movement. It changed its name to the Grubb Institute of Behavioural Studies in 1969 after years of winning consultancy assignments and applied research projects in which it was now seen as a professional body, competing in the secular world of universities, research bodies and management consultancies. The 1990’s saw the development of key frameworks and methodologies arising out of our experience. In the early 1990’s this experience gained in transforming institutions led to the development of the Transforming Experience Framework. Since then, these conceptual frameworks and methodologies have been continuously tested, redeveloped and adapted in education, health and social care, business, industry, government agencies, the voluntary sector and religious organisations.

For more information: <http://www.grubbinstitute.org.uk/>

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