

mary frances

constructivist consulting

personal & organisational development

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website www.constructivistconsulting.net

independent consultancy established in 1989

a constructivist approach to -

organisational change, relationships at work, leadership and management, personal & professional transition

activities –

corporate consultancy, group facilitation, learning & development strategy, development programme design, workshops and courses, action learning support, individual and team coaching, collaborative research

current/recent clients -

public services, health & social care organisations, service industries, arts organisations, tech industries, charities, schools and universities, creative professionals

professional interests -

personal construct psychology, conversational change process, creative co-consulting, relational theory, organisation culture, group development, story and narrative, working with images

professional memberships and positions -

Chartered Member, Chartered Institute for Personnel and Development

Director ICP International Lab, School of Personal Construct Psychology, Padua, Italy

Faculty Member, Institute of Constructivist Psychology, Padua, Italy

Faculty Member, NHS Leadership Academy

Associate Consultant, North West Employers' Organisation

Founder Member & Principal Tutor, European Constructivist Training Network

Diploma Course Tutor, Personal Construct Psychology Association, UK

Visiting Lecturer, University of Hertfordshire

Editorial Board, Personal Construct Theory and Practice

Scientific Committee, Rivista Italiana di Costruttivismo

Fellow, Royal Society for the Arts

relevant qualifications -

MA Personal and Organisational Development, Middlesex University, 1998

Diploma in Personal Construct Psychology (Coaching & Groupwork in Organisations)
Centre for PCP, London, 1995

Diploma in Psychology, University of London, 1984

Certificate in Counselling (Psychodynamic/Integrative) South West London College, 1982

Group Facilitation Programme University of Surrey HPRU, 1981

Certificate in Counselling (Psychodynamic) Lincoln Institute, 1980

publications

Consulting in Organisations

in Winter, D. A., & Reed, N., (eds) The Wiley Handbook of Personal Construct Psychology, 2016

Il Ciclo di Vita Del Gruppo (The Life-cycle of Groups)

Rivista Italia di Costruttivismo, ICP Padua, vol 1, no 1, 2013

Personal Construct Psychology in an Accelerating World (co-editor)

Belgrade: SCA/EPCA, 2011

Why do we keep coming? - a PCP group reflects

in Bourne, D and Fromm, M, (eds) Construing PCP: New Contexts and Perspectives, BOD GmbH Norderstedt, 2010

Collage and cut-ups - the art of re-arrangement

Personal Construct Theory & Practice vol 6, no 1, 2009

Stages of group Development - a PCP approach

Personal Construct Theory & Practice, 5, 12-20, 2008

Stand at the Back and Pretend – the experience of learning to sing

in Sheer, J (ed) Creative Construing, Sozial-Verlag, 2006

The Preference Axis – complexity and ambiguity in personal construing

Personal Construct Theory and Practice, Vol 1 no 3, 2004

Conflict in Groups – A PCP Approach

in Chiari G., and Nuzzo, M.L., (eds), Psychological Constructivism and the Social World, Francoangeli/EPCA 2003

Culture and Change in Organisations

in Fisher, J and Savage, D, (eds), Beyond Experimentation into Meaning, EPCA, 1999

A Personal Construct Approach to Change in Teams

Training and Management Development Methods, Vol 9 Issue 5, 1995

Organisational Change and Personal Mythology

Personnel Review, Vol 24 No4, 1995

Clearing the Path – Career Development for Women Managers in Local Government

South West Employers Organisation, 1994