

# SCT® in Action: Applying the Systems-Centered Approach in Organizations

Susan Gantt

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SCT® in Action: Applying the Systems-Centered Approach in Organizations Susan Gantt Susan P. Gantt, Ph.D., CGP, ABPP, is the Director of the Systems-Centered Training and Research Institute, a psychologist in private practice in Atlanta, and a faculty member in the Emory University School of Medicine. Yvonne Agazarian, Ed.D., FAGPA, CGP developed a theory of living human systems and its systems-centered practice and founded the Systems-Centered Training and Research Institute. She received the Group Psychologist of the year award from the American Psychological Association in 1997. As this book amply demonstrates, SCT has turned out to have powerful organizational applications. With its theory of living human systems rather than a separate theory of organizations or of organizational behavior, it uses concepts that easily map onto organizational life. It looks at systems as a whole but also in parts. It stresses the importance of understanding boundaries and contexts. It continually focuses on task, and, perhaps, most important of all, it offers a sophisticated understanding of roles, which includes work roles in organizations. It well may be, as more consultants working in organizations become more familiar with the concepts and methods SCT offers, the SCT approach will come to seem indispensable to the resolution of conflict. -Ken Eisold, Ph.D. Yvonne Agazarian has long been established as one of the major theoreticians within group and organizational psychology. In this book, she and Susan Gantt have gathered together enriching and stimulating papers within the SCT tradition with the aim of showing us how it works in practice. They have certainly succeeded. SCT is about creating a new culture in which both people and the aims of the organization are strengthened and supported. For those working with organizations, either as leaders or consultants, this book will prove to be a stimulating and reliable companion.-Christer Sandahl, Department of Learning, Informatics, Management and Ethics (L



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