



TY FRANCIS PhD



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My work draws on systemic principles to design experiences that inspire deep connection between us, enabling us to relate to ourselves, to one another and to the world around us with more vitality, creativity and compassion



A social psychologist whose research explored the experience of breakthrough and transformation, Ty has a deep interest in creativity and in all aspects of human development.

Profile

Ty is the founder and a Director of meus. A seasoned Organisational Development practitioner, for the past 25 years he has developed the practice of Systemic Constellations in organisations and is currently integrating this approach with his interest in Systemic Team Coaching. Informed by his Doctoral research in the psychology of 'breakthrough', he brings the skills of creative concept development, strategic thinking, research and communication to coaching, consulting, facilitation, film-making and online learning programmes. Ty's first book, *Contact & Context: New Directions in Gestalt Coaching*, was published in 2017.

Specialisms

- Designing and delivering deep-impact, experiential learning programmes in virtual and physical environments
- Thought leader in the application of systemic constellations and systemic team coaching, in organisations
- Leading-edge practitioner, lecturer and published author in the field of Organisational Gestalt
- Crafting environments of trust and collaboration where innovation is possible
- Creating and directing original film concepts, and leading on-camera dialogue that elicits authentic emotional expression, clarity and insight

Professional expertise

Ty is a psychologist, educator and writer who innovates through systemic practice and film to enable people to learn, develop and transform their relationships. His career has included working in education - teaching Media Studies - and in industry, working as a brand strategist in the pharmaceutical sector, and a corporate communications specialist in IT consultancy.

Recent projects include

- **WHSmith:** Inspiring people to create 'cultures of innovation' to drive growth in organisations from the retail and consumer goods sectors, by establishing 'creative hothouse teams' across the client organisations
- **Cartier:** Initiating a systemic coaching culture and collaborative leadership approach that supports the organisational transformation of a global luxury brand
- **Bristol-Myers Squibb:** Designing and delivering a film-based corporate communications programme, that was central to maintaining staff morale and engagement during a pharmaceutical company's downsizing strategy and supporting culture change at a time of commercial uncertainty
- **Swiss Re:** Designing and delivering an innovative, 3-day Top Team offsite, for 80 global leaders, using real-time film-making, storytelling techniques and dialogue to catalyse transformation. supervision and mentoring