

# SAND & LARSEN

Psychological Services



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## Dynamic sparring for Business Executives

### The strength to move forward requires courage to look inwards

This service is offered to business executives who, in spite of great motivation, drive, and many fine management and leadership competencies, experience difficulties getting the results they feel they have the potential to achieve when it comes to create personal impact on individuals, teams or the organization as a whole.

Quite often they have recognized that there is an internal psychological problem, but needs help to understand the dynamic nature of the problem and help to change the pattern.

We have, over the years, helped numerous executives to move on to higher and more demanding positions.

## THE APPROACH

We approach the challenges from both a psychodynamic and a business-oriented perspective, with the aim of optimizing the individual's general life well-being, and effective contributions to the business.

We offer you the opportunity to take an honest, straightforward, and uncensored look at your challenges, and overcome your inner resistance, so that you have the power to face all your challenges and get the most out of your true potential.

Our aim is to help you set ambitious, but realistic, goals and work your way through psychological obstacles, no matter how sensitive they might be. We do this by paying close attention to situational demands, and your way of handling the demands, always with a focus on achievable positive goals, and facing and handling unpleasant circumstances.

The work is intensive, highly focused and rewarding, and requires a high degree of involvement from both you and your consulting psychologist, in the moment – to – moment interaction during the session. By examining and handling both conscious and unconscious psychological obstacles, psychological anxiety will rise, and you will employ your habitual way of avoiding uncomfortable feelings, by using psychological defense mechanisms. We aim to help you resolve these recurrent patterns and get access to your underlying feelings and true potential.

Our approach is based on the highly effective treatment method *Intensive Short – Term Dynamic Psychotherapy (ISTDP)* which, in a large number of peer-reviewed studies, has been demonstrated to be clinically efficient for the most common forms of psychological and relational difficulties. We are trained and in ongoing supervision by some of the world's leading authorities in this field. See <http://reachingthroughresistance.com/> and <http://istdpinstitute.com/> for further information.

## THE METHOD

The starting point is the executives experienced problems, and willingness to explore these, including own emotional reactions in specific situations and ways of handling these. By carrying out a thorough and careful analysis of the dynamics involved in the specific situations where the problem occurs, we aim to identify the underlying dynamic factors causing the undesirable and less effective behavior, that prevents the executive from using his potential and competences fully.

More specifically, we start out by assessing what psychological obstacles you experience in the specific problematic situations. These can, in broad terms, be understood as;

- 1) Resistance against forming emotionally close relations to others, as needed when you build a close effective team, and try to achieve followship;
- 2) Repressing own energy and adaptive emotions, typically anger, which is the foundation for setting boundaries and creating organization-wide impact;
- 3) Too high anxiety causing psychological and physiological symptoms like tension, headache, stomachache, or affecting your ability to think and express yourself clearly, typically in situations that involve direct confrontation with other people.

## EXAMPLES OF EXPERIENCED PROBLEMS

### Case 1: EVP

#### **“They just don’t understand me”**

An otherwise successful and well-respected executive more and more often experiences difficulties getting support for his ideas from his executive management team. He experiences the team as questioning everything, finding flaws, and becoming passive, instead of listening and understanding his point of view.

Increasingly frustrated with his team, he concludes that “they just don’t understand my thinking correctly, and they don’t want to get this thing moving forward”. He tries to handle the problems by putting pressure on his management team and “drive decisions through”. When the team does not follow him, he repeatedly gets frustrated and wonders, whether it is time to change some members in his management team.

### Case 2: Regional Manager

#### **“I’ve lost my energy and spirit”**

A regional manager has great success in planning and executing business strategies but, when faced with interpersonal conflicts or more heavy politics, feels tired and sometimes a loss of spirit. If the conflict persists, she may develop physical symptoms such as stomachache or perhaps migraine headache and eventually just want to put the whole thing aside.

When there are no conflicts involved, her ability to work and function is otherwise excellent. She has had periods where she felt drained for energy since her early university years but the fatigue, self-critique, and more depressive feelings keeps coming back, and she has recently begun to think that she might be burned-out, and wonder if it is time to switch to a less demanding position.

[WWW.SANDLARSEN.COM](http://WWW.SANDLARSEN.COM)

## Integration of Business and Psychodynamics

We are dedicated to working in the cross-field between Business and Psychodynamics. Our aim is to optimize the individual’s general life well-being, and contributions to the business.

We bring highly specialized knowledge within organizational psychology and clinical psychology. We have executive and consultant experience, and have been running private practices for decades.

We have had the privilege to work with some of the very best executives and potentials in an international setting, and we have helped people work through challenging and profound personal psychodynamic problems.

We enjoy very long client relationships where the base is trust, compassion, curiosity and efficiency.

### Case 3; CEO medium size business

#### **“I can’t think and express myself clearly”**

A CEO is well liked and efficient in his job, but when conflicts arises, or he gets confronted with unpleasant information, he experiences lightheadedness and difficulties thinking or concentrating. This usually persists, until the conflict is resolved, and he needs time to put himself together again afterwards.

Having had these reactions for a number of years, he wonders if there is something wrong with his mind, and has had both neurological and neuropsychological evaluations, without any findings or decisive conclusions. Meanwhile, the difficulties continue, and he has noted, that he has a hard time finding the right words, when someone close to him demands something from him he doesn’t agree with.