

Letters to the editor

Dear Vivian,

While I enjoyed immensely Ronald Lessem's exploratory article - *A Psychosynthesis Of Organization Behaviour* - in the March issue (Vol.2. No.3) I am a little concerned that many persons who have, as yet, no real contact with the tenets and practices of Psychosynthesis may, unhappily receive a distorted impression of what individual and inter-individual Psychosynthesis is all about if they attempt to pursue the analogy between individual growth and organisational development along the lines suggested.

Ronald Lessem makes a far too sweeping and generalised statement in his introduction when he states that a psycho-analyst works through analysis rather than synthesis. Long ago it was recognised that to analyse away a conflict left the patient or client in a state of limbo and that the fragmented personality had to be, as it were, reconstituted before the analysis was brought to a mutually rewarding conclusion. Roberto Assagioli, in suggesting some further lines of research beyond his 'Manual of Principles & Techniques' states emphatically - 'Psychosynthesis presupposes Psychoanalysis, or, rather, *includes it as a First Necessary State*'; (Psychosynthesis: Individual and Social - some suggested lines of research. R.A. 1965 - Psychosynthesis Research Foundation Issue No. 16). I am glad that Ronald Lessem honestly appreciates the limitations of his approach as declared in his conclusions, but *would* a parallel 'biological' analysis of organizations, where analogies from an organism's physical behaviour were brought into institutional play, serve to overcome this limitation? I think not. Assagioli, in the same paper I refer to, indicated that 'just as an organ (for instance, the liver) and a system of organs (for instance, the digestive apparatus) constitute significant functional units, so the various human groups constitute definite psychological units or entities which fulfil specific functions and have consequently its own peculiar life, activity and reality or being.'

Individual psychosynthesis is only a step towards *Inter-Individual Psychosynthesis*. Assagioli reminds us that 'An increasing number of men and women are animated by the will to implement it, and are actively working within different groups and in all fields, *Outwardly Unorganised* but inwardly closely connected by a common dedication to the same purpose: *The Psychosynthesis Of Humanity*'. There is a subtle but vastly different emphasis in approach here to that advocated by Ronald Lessem I venture to suggest.

Love,

Ron Shepherd
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