

Keynote Speech: Hiding in Plain Sight - the Reality of Organisational Trauma with Dr Ty Francis

Can an organisation be traumatised? If so, how do we identify symptoms and what are the implications for our work as coaches? I suggest that organisational trauma is at the heart of many organisational challenges and yet is largely undiagnosed and unaddressed. Without understanding that cultural trauma affects the performance of individuals and underlies many team dysfunctions, coaching interventions can inevitably be compromised. In this keynote session we will explore a working definition of organisational trauma; share case studies; provide pointers for diagnosis; and a framework for dealing with organisational trauma. There will be opportunities for questions, discussion and co-enquiry.



Dr Ty Francis is an Organisational Development practitioner specialising in the field of Culture Transformation. The founder and Director of Meus, for the past 25+ years, Ty has developed the practice of Organisational Constellations and integrates this approach in his work as a systemic team coach, supervisor and consultant with global corporations. Informed by his doctoral research in the psychology of 'breakthrough' and 'transformation', and his deep interest in Gestalt, Ty designs experiences that inspire deeper connection, belonging and aliveness in his clients. Ty's interests include film-making, trauma and creativity, and all aspects of human development. He was the lead author of a White Paper - *A Framework for Working with Organisational Trauma*, published in 2024. His latest book, *Mapping the Invisible: Approaches to Constellations-Informed Coaching and Consulting* was published early in 2026.