## COLLECTIVE DISTURBANCE AND VICARIOUS TRAUMA WITHIN ORGANISATIONS

- ELISE MARSHALL &
NORMA MCKINNON FATHI



Resource Guide



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### **About Elise Marshall**

Elise Marshall and Norma McKinnon Fathi are co-founders and directors of the social enterprise, Mandala Consultants. Our mission is working collaboratively to nurture resilience and wellbeing within individuals, communities, and organisations; & to support social change. We engage a model of working that merges community development approaches with psychological and physical therapies to develop and deliver trauma informed services, training, and organisational support in the areas of transcultural working, wellbeing and resilience, trauma, vicarious trauma, and social change.



#### **About Elise Marshall:**

Hello, I'm a person-centred counsellor, trainer, and supervisor Reg. MBACP (Accred). My background includes studying Russian to degree level; teaching English as a foreign language to children in Russia and Hong Kong; working in homelessness, addictions, mental health, bereavement, and violence against women in the UK. I have qualifications in yoga teaching and massage therapy.

I qualified as a counselor over 13 years ago and worked for over 10 years as a therapist, trainer, and supervisor with survivors of torture, many of whom are living in exile in the UK.

## About Elise Marshall (Ctd)

I work in private practice offering counseling and supervision from a Glasgow city centre location. I am co-founder and director at Mandala Consultants which is a start-up social enterprise. Our mission is towards working collaboratively to nurture resilience and wellbeing within individuals, communities, and organizations; and to support social change. We engage a model of working collaboratively that merges community development approaches with psychological and physical therapies to develop and deliver trauma-informed services, training, and organization support in the areas of transcultural working, wellbeing and resilience, trauma, vicarious trauma, and social change.

I also currently work a few hours a week for a small charity providing long-term 1-to-1 therapy to male survivors of childhood sexual abuse.

I would describe my way of working as broadly creative and intuitive while based within a human rights framework, founded on person-centered principles, incorporating systemic thinking and underpinned by mindfulness.

My particular areas of interest are vicarious traumatization, mind-body connection, and nature connection; and I am currently prioritizing time for reflection and writing on VT.



#### About Norma McKinnon Fathi

I'm a UKCP Registered Counsellor and Psychotherapist, and a qualified Community Worker. I have 20 years' experience working with vulnerable people who have experienced trauma including survivors of childhood sexual abuse, childhood neglect, violence, conflict, and torture. I'm also an experienced manager, trainer, facilitator, and community engagement practitioner. For 11 years, my clinical work was with survivors of torture and I previously managed psychological services at a national charity.



I work in private practice as a psychotherapist and supervisor, and am co-founder and Director at Mandala Consultants.



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