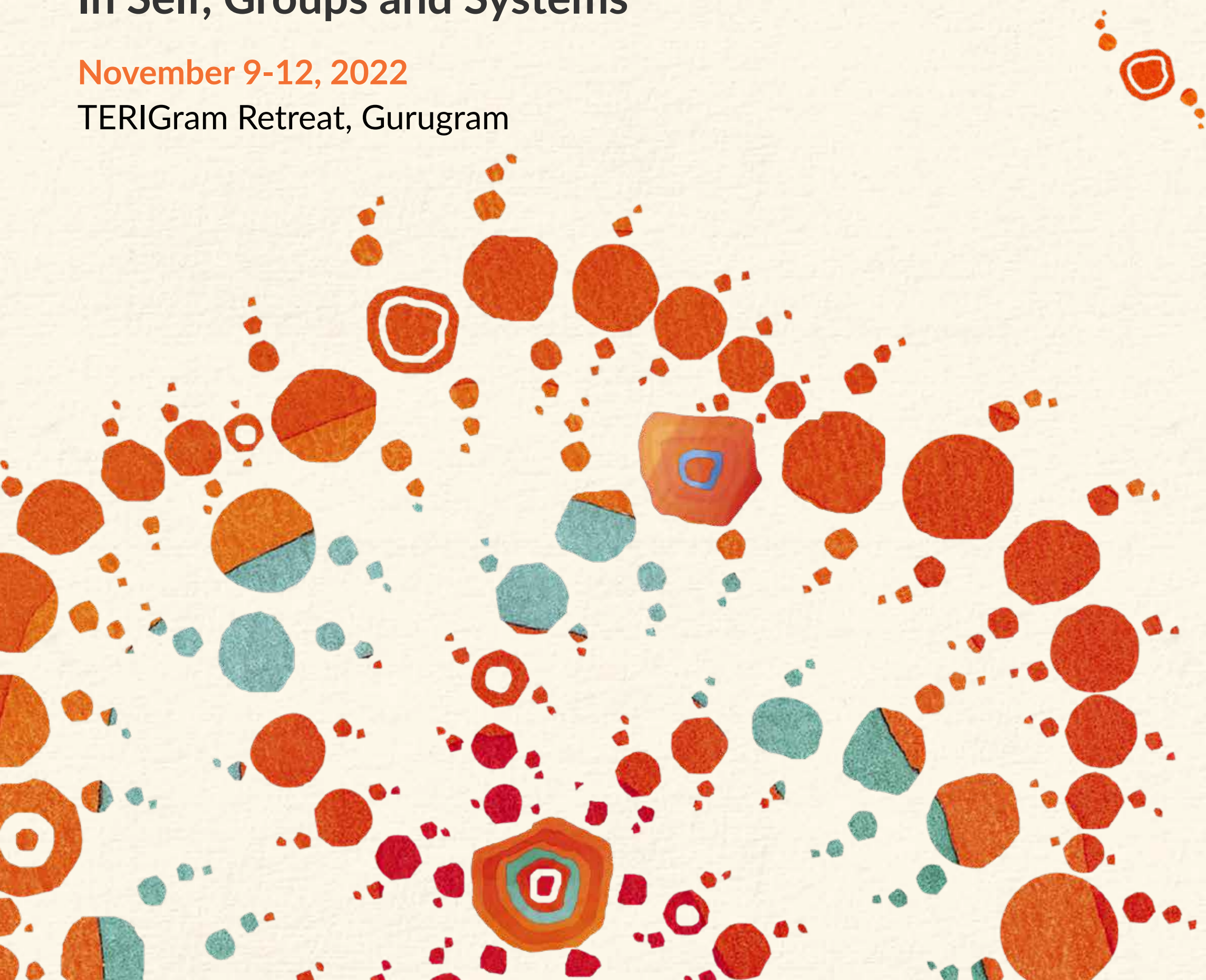


# Listening to the Unconscious In Self, Groups and Systems

November 9-12, 2022

TERIGram Retreat, Gurugram



The Eighth Workshop Offered by  
**GROUP RELATIONS INDIA**

## WHY DO WE NEED TO LISTEN TO THE UNCONSCIOUS

*“Until you make the unconscious conscious, it will direct your life and you will call it fate.” - C.G. Jung*

At every moment of our lives, whether we're awake or asleep, there is a process that we are not conscious of, that is beneath the surface, which is termed the unconscious. Unconscious processes within us are often aspects of ourselves, or our experiences, that we suppress and 'forget', as they cause us embarrassment or even pain. We expend a lot of psychological energy ensuring that these remain suppressed.

We have a notion of ourselves as objective and rational beings, driven by logic and facts. When, in fact, each of us goes through life carrying baggage, a load in the form of deeply held conclusions based on our personal history and cultural dictates. When not interrogated and worked with, these may become irrelevant to current contexts and realities. This limits our ability to make effective decisions, explore new possibilities and generate creative options for our personal development, and for our leadership.

Akin to unconscious processes in the self, groups too have unconscious processes or dynamics of their own. This becomes evident when we see that groups that we are part of don't always behave according to 'plan'. Tasks shift or don't get done as planned, and people get caught up in a lot of counterproductive processes. This often leads to frustration, emotional turbulence, break in relationships, and delays in task accomplishment. Yet, we may not be willing to recognize that there are unconscious processes at play at the level of the individual and the group.

Surfacing these is likely to confront us with another set of realities and questions thereof that we prefer not to know, notwithstanding the cost to ourselves and our systems of this 'not knowing'. It may need us to access our own experience, in its context, leading us to questions such as “Do my interpersonal relationships follow a predictable pattern? What roles do I end up taking in groups? In what ways does the group affect me and the roles I take up? Do these roles serve the task or divert from the task and end up serving unconscious needs? How can I understand the unconscious role I have taken up in the system that I am part of, and work in a manner that enables the group to focus on task?”

There are ways of becoming aware of, and of working with unconscious processes in self and in groups that are provided by pioneers in the psychoanalytic tradition such as Sigmund Freud, Melanie Klein, Carl Jung, and Wilfred Bion that inform the work in the workshop. The tradition of work on the unconscious that is called Group Relations is influenced by this as well as other streams such as systems thinking, socio-technical systems, (particularly the work of Eric Trist and A K Rice) as well as socio-analysis (work initiated by Gordon Lawrence and Alastair Bain).

Work on the unconscious and recognition of its impact however has had an extremely long history, and can be seen in thought and philosophy in the Indian sub-continent: the Upanishads, Buddhist and Jain philosophy, and in literature on Yoga. These have all influenced the practice of group relations work in India, since it was introduced here in 1973.





## WHAT IS THIS WORKSHOP ABOUT

The workshop is a learning event where we offer the opportunity to work with these frameworks in an experiential way, as well as engage with some of the concepts. The idea is to learn, derive one's own insights, and apply them to one's roles in the workshop itself and in "back-home" situations, both organizational and personal. The workshop will provide an opportunity to enhance the understanding of:

- Unconscious processes in individuals and in groups, and how the interplay of the group unconscious with the individual unconscious impacts the task in the 'here & now'
- Exploration of the implications of the above for one's roles in systems one belongs to

## THE PRIMARY TASK OF THE WORKSHOP

By the term primary task, we mean the top priority task of a system that gives it meaning and purpose; that which must be engaged with meaningfully for the system to fulfil its objectives.

The primary task of this workshop is to work with unconscious processes at self and group level and explore how these impact the roles that we take up in systems we belong to.

## METHODOLOGY

The workshop methodology is primarily experiential. We will work towards the primary task through a combination of our direct experiences in the here and now, reflection & insight-generation, and application of conceptual frameworks.

A range of learning events such as Small Study Group, Plenaries, Interactive Concept Sessions, Workshop Sensing Matrix, and Reflection and Application Group will be used.

## FOR WHOM IS THE WORKSHOP MEANT

This workshop invites as members anyone to whom this task and methodology seem appealing. This kind of learning asks of members the capacity to be open to experiencing in the here & now, reflecting on one's experience - both past and present, and to work with one's resistance to learn from one's direct experience, instead of neatly labelling it on the basis of the past.

Past participants have been from corporate organizations, development and other not-for-profit sectors, health care systems, trade unions, educational institutions, and also those with no particular paid working role.





## THE STAFF

The staff of the workshop will be in roles such as director, administrator and consultant. Collectively they form the management of the workshop and manage the boundaries of task, time and territories.

**Workshop Director:** Vartika Jaini

**Workshop Administrator:** Chandan Shamnani

**Consultants:** Chandan Shamnani, Ganesh Anantharaman, Rosemary Viswanath, Uma Ravikumar, Vartika Jaini, Veena Pinto

## STAFF PROFILES

**Chandan Shamnani** is an OD consultant and consults with organizations on leadership and change. A post graduate in HR and OD from Delhi University, he worked in the corporate sector for fifteen years in L&D and internal consulting roles before starting on his own. An associate member of GRI, his first encounter with GR work was through Listening to the Unconscious workshop in 2014.

**Ganesh Anantharaman**, M. Phil. (Mumbai University); Associate Member and Member of Programmes Committee, Group Relations India. Ganesh consults to corporate organizations on Leadership dilemmas. He has staffed several conferences and other workshops using GR methodology in various roles since 2003, including that of Director in the 2021 GRI (online) Conference. He is also a psychoanalyst-in-training in the Lacanian orientation.

**Rosemary Viswanath**, Organization Consultant, Managing Trustee, Group Relations India. Has been on staff of group relations conferences in India and internationally since 1987 and directed several since 2003. Consults on leadership, strategy, and change processes with not for profit, government and corporate organizations using the group relations lens. Deeply interested in Buddhist philosophy and practice in the contemporary world.

**Uma Ravikumar**, is an executive coach and a professional in organization and leadership development. Associated with Group Relations since 2013, she is currently member of the Programmes Committee of GRI and directed the LTTUC offered by GRI in Nov 2019. Uma has 24 years of work experience including senior management roles in the IT industry and independent consultant.

**Vartika Jaini**, B.A (Hons) Economics (Delhi University), PGDRM (Institute of Rural Management Anand), Member Programmes Committee, GRI. Vartika is a rural development professional and a group relations practitioner. She runs a startup focused on accelerating impact in tribal pockets of central India. She has been in roles of member and staff in group relations conferences since 2010.

**Veena Pinto** has a Masters Degree in Clinical Psychology and a post graduate degree in Human Resources Management. She is an Organization Development Consultant and Executive Coach. She has been involved in Group Relations work in the Tavistock tradition since 2013 and has been on the staff of group relations conferences and other GR related events in India and the USA.



## ADMINISTRATIVE DETAILS

### WORKSHOP VENUE

The Energy and Resources Institute (TERI)  
TERIGram RETREAT Centre  
Gurgaon Faridabad Road  
Gual Pahari  
Gurugram (Haryana)  
Tel: +91 0124-2579320 (extn. 238)

The venue is located in the National Capital Region, about 30 kms from New Delhi on the Gurgaon Faridabad Road. Detailed information on how to reach the venue and other joining information will be sent to members upon confirmation of their applications.

### LANGUAGE

The workshop is in English. Use of other languages, like any other intervention in the workshop, is potentially material for exploration.

### WORKSHOP DATES

**November 9-12, 2022** (Wednesday – Saturday)

Registration of members to the workshop is from 0930-1030 hours on Wednesday November 9, 2022. The workshop will open with a Plenary at 1100 hours on November 9. The workshop ends at 1600 hours on Saturday, November 12, 2022.

### WORKSHOP FEE

This is a residential workshop.

The workshop fee inclusive of accommodation and board on double occupancy basis is INR 40,000, plus 18% Goods and Services Tax (GST), totals INR 47,200.

For international members (those participating from outside of India) it is USD 540. Under certain conditions, the GST of 18% generally applicable, maybe waived. Do check with us if you can fulfil those conditions.

A few rooms are available on single occupancy at an additional cost of INR 7,670, inclusive of taxes. For international participants, it is USD 120.

If you would like a room on single occupancy basis, do write to us and check availability, so that we can confirm before you transfer the workshop fee.

## BURSARIES

GRI believes that diversity in membership contributes to the opportunities for learning for all members. Bursaries enable people from a range of economic and work sectors and representing many other important diversities to attend.

GRI is committed to ensuring that group relations opportunities are available to a wide membership. We recognise that access to resources differ and take that into account in our decisions on bursary requests. We are particularly committed to make group relations work accessible to those in the social justice and development sectors, such as small, under-resourced NGOs, community-based organisations, and movements.

Those seeking a reduction in the fee are required to write to us at the time of applying giving the reason for, and the amount of bursary they seek. We will revert to you on the amount we can offer based on the total number of requests made, the relative merits of the case, and the number of full-paying applicants we get. It would help us to decide on all bursary requests if those seeking a bursary write to us latest by **October 20, 2022**

We also offer the option of paying the fee in two instalments for those members who would like to avail this option, citing reasons for the same.



## HOW TO APPLY

To apply for membership of the workshop, you would need to fill in the online application form using this [link](#). Please note that the invoicing and GST details in the application form are required by us to fulfil statutory compliances.

Once your application is accepted by us, we will email you on the process for fee transfer. Your place in the workshop is confirmed, upon receipt of the fee, on a first-come-first-served basis. The last date for receipt of applications is **November 2, 2022**.

## REFUND POLICY

Refund after deducting 25% towards administrative expenses will be made to those who withdraw on or before **November 2, 2022**. For withdrawals after that, refunds will not be possible, but we do consider the option of holding a part of your fee towards participation in a future GRI event.

## SPEAK TO US!

For further discussions, and to assist your decision about the workshop, we would be happy to speak to you.

Message Chandan at +91 9923005526 or Vartika at +91 9910866637 to set up a time for a conversation. Or email us at: [Ittuc@grouprelationsindia.org](mailto:Ittuc@grouprelationsindia.org)

If you are living through particular personal difficulties, we suggest you consider postponing your participation, as the workshop is designed as a learning environment and is not a substitute for personal therapy or counselling.



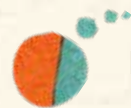


## ABOUT GRI

Group Relations India (GRI) was founded in 2013 with the vision of an institution that is committed exclusively to group relations methodology, and of making the potential of this methodology available to members from a wide section of Indian society, having different representations and interests.

It is conceived of as a 'home for GR' in India.

For more information, please visit [www.grouprelationsindia.org](http://www.grouprelationsindia.org)



Design by [Smriti Chanchani](#)

