

# Listening to the Unconscious In Self, Groups and Systems

A Workshop

January 23-26, 2019

Mamalla Resorts, Near Chennai

Offered by  
GROUP RELATIONS INDIA  
In Collaboration with  
HUMAN AND INSTITUTIONAL  
DEVELOPMENT FORUM



## 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. We are also often not aware that our unconscious not only consists of all that we have suppressed from becoming aware of, but also contains the potential for our development.

In groups and systems that we are a part of, we take on different roles, sometimes consciously, and more often unconsciously, depending on the context. Groups also seem to have processes or dynamics of their own, some visible and some not so apparent. This becomes more evident when groups we are in don't behave according to “plan”. Tasks don't get done as planned, people get caught up in a lot of processes that do not focus on the task, and become counterproductive. This leads to frustration, emotional turbulence, break in relationships and delays in task accomplishment.

The path to pursue change or transformation in any situation is always beset with uncertainty. We are often not aware of the deeper processes at work. We do not seem to be willing to recognize that there are unconscious processes at play. We may even wish to ignore them because surfacing these are likely to confront us with realities that we prefer not to know, notwithstanding the cost to ourselves





and to the systems that we belong to of this 'not knowing'. Addressing them may lead us to uncomfortable questions such as “how am I behaving in the group? Do I understand how the group is affecting me in my role as leader/change agent? How can I understand my role in the system and hold the space for the group to focus on task?”

Whether we are managers, leaders, consultants or simply a member of a system (ranging from family, a social group, or a work organization), it is useful to have a sharper awareness of many aspects of what working in a group entails. Some of these aspects are at the more conscious level such as the boundaries of task, time, physical space or territory as well as their interconnection with other boundaries such as values, relationships, resources and technology. In the process of managing these boundaries a host of unconscious “below the surface” processes also come into play such as the feelings people project on others (including one’s own feelings) and the implications these have on the way the group functions and the relationships that develop.

There are ways of becoming aware of, understanding and working with unconscious processes provided by pioneers in the psychoanalytic tradition such as Sigmund Freud, Melanie Klein, Carl Jung, and Wilfred Bion, which will be used in the workshop. The tradition of work on the unconscious that is called group relations work 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 impacts however has had an extremely long history and can be seen in thought and philosophy in the Indian sub-continent in the pre-Vedic era, the Upanishads, Buddhist and Jain philosophy and in literature on Yoga over millennia which Gouranga Chattopadhyay has introduced into group relations work.

## 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 our "back home" situations, both organisational and personal. The workshop will provide an opportunity to enhance the understanding of:

- Unconscious processes in systems and individuals and how they impact each other; &
- Exploration of the implications of the above for one's roles in back home institutions.

## THE PRIMARY TASK OF THE WORKSHOP

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

The primary task of this workshop is to explore and work with unconscious processes in individuals and groups through one's direct experience in the here and now, as well as working with the application of conceptual frameworks.

## METHODOLOGY

A range of learning events, such as small study groups, plenaries, review and reflection, workshop sensing matrix, concept presentations and discussions and application group will be used.

To hone their ability to apply their learnings, participating members are recommended to come prepared to work on a difficult issue that they are currently facing in any system that they're part of, to which new insights or perspectives generated in the workshop can be applied.

## FOR WHOM IS THE WORKSHOP MEANT

This workshop invites as members anyone to whom this task and methodology seems appealing. Past participants have been from development and other not-for-profit sectors, health care systems, trade unions, educational institutions, corporate organisations, students and those with no particular paid working role as well.

All that is required is to have the capacity to wonder at what emerges in the present and not get caught in one's past. This kind of learning also calls upon one's capacity to be in touch with one's feelings in the context of exploring one's experience, instead of neatly labelling them on the basis of the past, which includes cultural prescriptions and proscriptions.

## 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 supervise the boundaries of task, time and territories.

**Workshop Director:** Ganesh Anantharaman

**Workshop Administrator:** Sunitha Lal

**Consultants:** Ganesh Anantharaman, Rosemary Viswanath, Sunitha Lal and Yash Kaul

## STAFF PROFILE

**Ganesh Anantharaman**, M. Phil. Political Science (Mumbai University); Professional Member, Indian Society for Applied Behavioural Science (ISABS); Member, NTL Institute of Applied Behavioural Science, USA; Associate Certified Coach (ACC), International Coaching Federation (ICF); Associate Member, Group Relations India

(GRI). Consults primarily to the corporate sector on Leadership Development and Culture Building. Has directed workshops on Listening to the Unconscious and been on the staff of several Group Relations Conferences in various capacities since 2003.

**Rosemary Viswanath**, B.Sc. (Hons) Mathematics (Delhi University), P.G.D.M. (IIM, Bengaluru), Founder & Managing Trustee, Group Relations India. Has consulted in and directed Group Relations Conferences in India and internationally since 1987. Consults on organizational strategy and change processes primarily with social development, social justice, and human and environmental rights organisations and movements.

**Sunitha Lal**, Master's in Labor Management and Labor Laws; With over 20 years of experience in leadership roles, Sunitha has been working in the space of Transformation and Organization Development across industries. Currently leading People Operations and Strategy at Ather Energy, she explores and curates the organization's culture, while facilitating the establishment of its values and systems. She is passionate about continuing to explore and learn regarding unconscious and group processes; She deeply introspects and blogs on subjects ranging from politics to philosophy.

**Yash Kaul**, B.Pharm (Hons) BITS Pilani, Diploma in Marketing Management (NMIMS) and Executive Management Program (IIM Kozhikode). Twenty two years' experience in leadership roles in Healthcare Industry. Currently Senior Director – Southern APAC Region at Smiths Medical India Pvt Ltd. Passionate about Unconscious and Group Processes and their application in real life settings.



## **ADMINISTRATIVE DETAILS**

### **Workshop Venue**

MAMALLA BEACH RESORT,  
108, Kovalam Road (East Coast Road), Mamallapuram – 603104

**Phone:** 044 - 2744 2475 / 3475

**Website:** [www.mamallaresort.com](http://www.mamallaresort.com)

*The venue is located about 40 kms from Chennai on the East Coast 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**

23 - 26 January (Wednesday-Saturday), 2019

### **Timings/ Registration**

Registration of members to the workshop is from 0930 to 1030 hours on Wednesday, 23<sup>rd</sup> January 2019. The workshop will open with a Plenary at 1100 hours on 23<sup>rd</sup>. The workshop ends at 1600 hours on Saturday, 26<sup>th</sup> January.

### **Fee**

This is a residential workshop. The workshop fee inclusive of tuition, board and lodge of Rs. 35,000/- plus GST of 18% (i.e. Rs. 6300) for double occupancy room is payable. The Early Bird Fee for those paying the full fee by December 15, 2018 is Rs. 32,000 plus 18% GST (i.e. Rs. 5760).

A few rooms on single occupancy are available on a first come first served basis for an additional fee. Do write to us if you would like a single occupancy room.



## **Bursaries**

GRI and HIDF are organisations committed to ensuring that group relations work is accessible to a wide membership – which has enabled people from a range of economic and work sectors and representing many other important diversities to attend. The diversity of members has been the hallmark of our programmes in the last many years and been a critical factor in the depth and richness of the learning as well.

We are particularly committed to make these opportunities available to those in the social justice and development sectors. A few bursaries are available for participants from small under-resourced NGOs or community based organisations and movements. The bursary fund is also supported by contributions from well-wishers of the sponsoring organisations. Those applying for bursary may please mention in writing ([Ittuc@grouprelationsindia.org](mailto:Ittuc@grouprelationsindia.org)) the justification for their application 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 and the relative merits of the case. It'd help us to decide on all bursary requests if those seeking a bursary write to us by Friday, January 11, 2019.

## **How to Apply**

You can fill out our application form at <https://goo.gl/forms/UoBlvM5oLbXld95q2> and effect a bank transfer of the fees. You may write to us at [Ittuc@grouprelationsindia.org](mailto:Ittuc@grouprelationsindia.org) if you have any enquiries.

**Last date to avail the Early Bird Fee:** December 15, 2018

**Please Note:** We suggest that if you are living through particular personal difficulties or stress you consider postponing your participation as the workshop is designed as a learning environment and is not a substitute for personal psychotherapy or counselling.



**Refund policy:** Refund after deducting 25% towards administrative expense will be made to those who withdraw before January 15, 2019. No refunds would be made thereafter.

We prefer payments to be made by bank transfer. If you would like to pay by cheque, this is also accepted, and we request that you drop the cheque in a branch of HDFC bank near you, mentioning our account number. For both options details are given below :

### **GRI's Bank Details**

**Account Name:** Group Relations India

**Account Number:** 50200002769010

**Type:** TASC Current Account

**Bank/Branch:** HDFC Bank, Indira Nagar 100 ft Road  
(Branch No 1755), Bangalore, India

**IFS Code:** HDFC0001755 (applicable for domestic transfers)

### **GRI's GST & PAN Details**

**Name:** Group Relations India

**GST Number:** 29AACTG0900H1Z0

**State Registered in:** Karnataka

**Type of Service:** SAC code: 998311

**PAN:** AACTG0900H

**Important: We request you to fill in the transfer details / cheque details as well as details linked to GST in the application form as these are required by us for statutory compliances.**

Do send us transfer details by email to enable us to track your transfer if you are doing electronic transfer. If you are paying us by cheque, do send us the cheque details for tracking your payment.

## ABOUT THE SPONSORING ORGANIZATIONS



### **Group Relations India (GRI):**

GRI promotes experiential learning of individual, group and organizational processes. It uses system psychodynamic and socio-analysis approaches which pay particular attention to unconscious processes and group dynamics. Group Relations India offers a variety of educational programs and workshops for the enhancement of skills and competencies in this area. It also networks with like-minded professional bodies and organizations to further this aim.

[www.grouprelationsindia.org](http://www.grouprelationsindia.org) | [grouprelationsindia@gmail.com](mailto:grouprelationsindia@gmail.com)



### **Human and Institutional Development Forum (HIDF)**

Founded in March 2000, HID Forum works towards developing and strengthening Human and Institutional Development capacities in individuals and organisations who work to empowering disadvantaged communities. The key strategies of HIDF are a) Facilitating Organisational change through accompaniment b) Building competencies of individuals in their role as change agents and c) Research, knowledge-building and dissemination. The Forum offers, among other programmes, Group Relations Conferences (GRCs) and workshops to enhance the awareness and competencies to understand unconscious process at self and organizational levels.

[www.hidforum.org](http://www.hidforum.org)

