



Listening to the Unconscious In Self, Groups and Systems

A Workshop

November 13-16, 2019

Dr. Modi's Resort, Karjat, Near Mumbai

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. We are also often unaware 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 "back home" situations, both organisational and personal. The workshop will provide an opportunity to enhance the understanding of:

- Unconscious processes in groups 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 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 through working with the application of conceptual frameworks.

METHODOLOGY

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

To hone their ability to apply their learnings, participating members are recommended to come prepared to work on an 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 manage the boundaries of task, time and territories.

Workshop Director: Uma Ravikumar

Workshop Administrator: Aparna Prabhudesai

Consultants: Ganesh Anantharaman, Haritha Sarma, Uma Ravikumar and Vartika Jaini

STAFF PROFILE

Aparna Prabhudesai is an Executive Coach from ICF, a Certified Master Practitioner & Master Trainer NLP from NFNLP, USA., and an OD consultant. She ties together her outdoor experiences to behavioral journey through process observation workshops in the outbound learning space. A post graduate in PM & IR, she is also an alumnus of ISB Hyderabad. She works actively with Persons with Disability (PwDs) to integrate them into mainstream society using inclusive sports.

Ganesh Anantharaman, M. Phil. Political Science (Mumbai University); Professional Member, Indian Society for Applied Behavioural Science (ISABS); Associate Member, Group Relations India (GRI); Associate Certified Coach, International Coaching Federation (ICF). Ganesh is a consultant and executive coach on Leadership Development, working primarily with the corporate sector. He has been on the staff of several Group Relations Conferences in India in various roles since 2003.

Haritha Sarma, MSc Geology, worked as a hydro geologist and planner of Natural Resource Management projects. Haritha is a process facilitator, gender trainer and Organisational development Consultant. He has extensively worked with groups, Organisations and Networks engaged with addressing issues related to structural poverty and marginalisation. Haritha has been on the staff of several Group Relations Conferences in India. He is an associate member of GRI.

Uma Ravikumar, is a B.Com, MBA in Finance and Marketing (Bharathiar University); Associate Member, Group Relations India (GRI); Associate Certified Coach, International Coaching Federation (ICF); Certified Project management Professional (PMI, USA). Uma has over 20 years of experience in business and leadership roles in organisations like Oracle and currently an OD professional with special interest in gender diversity. She has been associated with Group Relations as a member and staff since 2013.

Vartika Jaini, is an economics graduate from Delhi University and a rural management professional from IRMA. She has founded Vriddhi Rural Prosperity Services, which works to accelerate the process of transformation, with focus on tribal pockets in India. She uses Group Relations frameworks in understanding and working with systemic change. She has participated regularly in group relations conferences as member and staff. Vartika is a Chevening Gurukul Fellow at Kings College, London.



ADMINISTRATIVE DETAILS

Workshop Venue

Dr.Modi's Resort, Post Kirauli, Village Wanjale,
Taluka Karjat, District Raigad, Maharashtra - 410 201
Tel: +91 9049773333 | 9890971280
www.drmodisresort.com

The venue is located about 80 kms from Mumbai and at a similar distance from Pune. 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

13 - 16 November (Wednesday-Saturday), 2019

Timings/ Registration

Registration of members to the workshop is from 1000 to 1100 hours on Wednesday, 13th November 2019. The workshop will open with a Plenary at 1130 hours on 13th November. The workshop ends at 1600 hours on Saturday, 16th November.

FEE

This is a residential workshop.

- The workshop fee inclusive of accommodation and board of INR. 35,000 plus GST of 18% (i.e. INR. 41,300 is payable) for double occupancy. For international participants it is USD 650 plus 18% GST (i.e. USD 767 is payable).

- The **Early Bird Fee** for those paying the full fee by **4th October, 2019** is INR 32,000 plus 18% GST (i.e. INR 37,760 is payable). For international participants it is USD 600 plus 18% GST (i.e. USD 708 is payable). Your fee should be received by us by 4th October 2019 for you to qualify for early bird rate, so kindly plan your application and fee transfer accordingly.
- A few rooms are available on single occupancy at an additional cost of INR 6500 plus 18% GST (i.e. INR 7670 payable). For international participants, it is USD 120 plus 18% GST (i.e.USD 142 payable).

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

Group Relations India is 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 group relations 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. Those applying for bursary are required to send us a note on why they seek the bursary and the amount they will need . A bursary committee decides on the amount we can offer, based on the total number of requests made and the relative merits of each case. It helps us if those seeking bursary write to us by **Tuesday 15th October 2019**.



HOW TO APPLY

You can fill the application form which is online [here](#). You may fill the application and check availability of place in the workshop before you pay. The online form can be submitted and accessed by you later to fill in the payment and statutory details. Your place will be confirmed by us on receipt of both the online application form and the workshop fee.

Last date to avail the Early Bird Fee: 4th October 2019

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.

Contact Details

Write to us at Ittuc@grouprrelationsindia.org

We would also be happy to speak to you about the workshop. You may message Uma (+91 97694 21935) or Aparna (+91 93710 79913) to schedule a conversation.

Payment Details

We prefer payments to be made by bank transfer. If you would prefer to pay by cheque we request that you drop the cheque in any branch of HDFC bank, mentioning our account number. Following are the details for both the options:

GRI Account 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)

SWIFT Code: HDFCINBB (applicable for international 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

Refund Policy

Refund after deducting 40% towards administrative expenses incurred will be made to those who withdraw before 5th November 2019. No refunds would be possible thereafter. However fee (after deductions) being adjusted towards participation in a future GRI event is possible.





GROUP RELATIONS INDIA

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

office@grouprelationsindia.org

