

Listening to the Unconscious in Self, Groups and Society

- A Workshop

November 24th - 27th, 2015

Lions Den, Lonavala, Maharashtra.



Offered by
GROUP RELATIONS INDIA (GRI), BENGALURU

In Collaboration With
HUMAN AND INSTITUTIONAL DEVELOPMENT FORUM (HIDF), BENGALURU

What is this Workshop about?

All of us at some point or the other take on the role of consulting to groups. A consultant need not always be an external expert. In order to help it better understand its own processes, he or she can be someone from within the group itself. We often witness groups behave in a way that deviates from plans; tasks are not completed, people get caught up in processes that do not focus on the task, and the group generally becomes counterproductive. This leads to emotional turbulence, frustration, straining of relationships, and delays in task accomplishment. Why does this happen?

The paths of change or transformation are always beset with uncertainty. We do not seem to be aware, or are unwilling to, recognize the deeper unconscious processes at play. We may even wish to ignore them because acknowledging these processes are likely to confront us with realities that we would rather not face, notwithstanding the cost to ourselves and the organisation of this not knowing. Addressing them may lead to uncomfortable questions: “How am I behaving within the group? Do I understand how the group is affecting me in my role as leader or agent of change? How can I understand my role in the group and hold the space for the group to work on task? ”

In order to consult to a group's processes, one needs to be aware of and have a grasp over the basics of task, time, and territory, as well as their interconnection with other boundaries, such as values, resources and technology. The consultant's job (as well as that of anyone who is in a managerial role, whether or not that person's role has been designated as that of manager) is to manage those boundaries, understand on what or who people are projecting their feelings, identify those emotions, and then present their understanding before others through interventions. In order to do so, the consultant must have a fair understanding of her or his own unconscious processes, so that she or he does not unconsciously take in (or introject) what others unconsciously project on them nor project on others.

Important Theoretical Underpinnings

There are ways of becoming aware of, understanding, and working with unconscious processes. Following the work of pioneers such as Sigmund Freud (who first introduced what he called the unconscious), Melanie Klein and Carl Jung (both students of Freud who later departed from some of the major premises of this work, based on their own research and experience), one of the great discoveries of Wilfred R. Bion suggests that unconscious materials can be surfaced in groups (rather than in the individual one-on-one processes of psychoanalysis) and explored without raising too much anxiety if the “container” is appropriate. By container, he meant the choice of venue (i.e. the territory), the choice of the primary task, the choice of time schedule, and the choice of specialist skilled staff. If these were appropriately assembled in a work situation such as a workshop, the probability of new ideas and insights growing out of the workshop, and then applied to one’s day-to-day organizational life, is high.

Further, the work of Earl Hopper sheds light on how all of us carry in our unconscious our contemporary social history, and in how many different ways it can be tapped, including surfacing and associating with dreams by the group (as pioneered by Gordon Lawrence, through the method of "Social Dreaming Matrix") to shed light on what is happening beyond our current conscious understanding. Lawrence's matrix is likened to the womb, where “new life” grows. Workshop sessions where new ideas and insights grow out of working with dreams, reveries, and feelings are termed “social dreaming matrix”. Added to this is Carl Jung’s idea of the "collective unconscious", based on archetypes and ancient, pre-Hindu Indian teachings that each individual contains within the self the macrocosm (called the universe) as a microcosm.

In this learning event we offer a rich container of ideas and insights to work on, for the benefit of our roles in organizations as well as for our individual growth.

The Primary Task of the Workshop

By the term primary task we mean the task of a system that gives it meaning, that which has to be engaged with meaningfully for the system to fulfil its most important objective. The primary task of this workshop is to explore, in the here and now, what the conscious and unconscious material that surfaces during various events and sessions of the workshop means, in terms of group process.

Through this task, the workshop offers an opportunity to

- 1. Enhance one's understanding of unconscious processes in groups and individuals and how they affect each other; and**
- 2. The exploration of said unconscious processes for one's work in groups and institutions.**

The Methodology

A range of learning groups, such as small study group sessions, large group plenary, individual reflection and sharing, social dreaming matrix, and conceptual discussions, will be used. Participating members will have an opportunity to individually reflect on and learn from their work in progress and discuss the implications. Individuals are encouraged to bring any "projects" or "cases" (related to individuals, groups or organisations) that they would like to work on to further their understanding of unconscious processes. The consultants will be available to continue consultation with interested members over e-mail over the next 3 months.

For whom is the workshop meant?

This workshop, a temporary learning system based on both experiential and cognitive learning methodologies, invites as members anyone to whom this task and methodology seems appealing. Prior experience in group relations is not a prerequisite. The workshop is likely to be valuable in particular to those who hold positions of responsibility in any organization, be it in development and other not-for-profit sectors, health care systems, trade unions, educational institutions, or the corporate world.

The Staff

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

Director of the workshop

Anuradha Prasad

Administrator of the workshop

Uma Ravikumar

Consultants will be from among the following:

Gouranga Chattopadhyay

Anuradha Prasad

Uma Ravikumar

Haritha Sarma

Rosemary Viswanath

STAFF PROFILE

Gouranga P. Chattopadhyay,

M.Sc., D.Phil.Sc. (C.U.), FAScT (W.B.), FRAI (London), FAISA & FCSA (Melbourne) Emeritus Professor, Academy of HRD (Ahmedabad); Professional Member, ISABS; Independent Organisational Consultant. Has directed and been on the staff of Group Relations Conferences since 1973 in India, France, Australia, Israel, the Netherlands, and U.K. Authored 112 journal articles, 5 books, 6 vols. of poems in English, an English translation of a Bengali novel and selected English translation of poems and songs of Tagore.

Anuradha Prasad

PhD (Agricultural Extension, IARI, New Delhi); Involved with the development sector in research, planning, and monitoring and evaluation of development projects. Process and institutional development consultant and facilitator of change processes. Certified Coach. Director and consultant in Group Relations Conferences (India and abroad). Professional member of the Indian Society for Applied Behavioral Science; Member, Jung Center, India.

Uma Ravikumar

MBA : Certified coach with International Coaching Federation (ICF), with experience in leadership development, culture building and organisation visioning. With 15 years of experience in business delivery and management roles in an IT organisation, Uma currently works as a consultant in the area of organisational learning and development.

Haritha Sarma

M.Sc. (Geology); Worked as a hydro geologist before moving in to working on gender justice and organisational change issues. Involved in the arena of social change for past 15 years in various roles, Haritha is passionate about designing and facilitating learning process towards empowering individuals and organisations. Executive Director of HID Forum, Bengaluru, India.

Rosemary Viswanath

B.Sc. (Hons. in Mathematics, Delhi University, PGDM at Indian Institute of Management, Bengaluru); Involved with Organizational strategy and change processes with social development and justice organisations. Involved in Group Relations work for over 20 years. Professional Member, Indian Society for Applied Behavioral Science; Director, Learning Network, Bengaluru.

ABOUT THE SPONSORING ORGANIZATIONS

Group Relations India (GRI), Bengaluru



Email : grouprelationsindia@gmail.com

website : <http://www.grouprelationsindia.org>

GRI Bengaluru, is set up to promote the field of experiential learning of group and organizational processes. It uses group relations 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.

Human and Institutional Development Forum (HIDF), Bengaluru



website : <http://www.hidforum.org>

HID Forum was founded in March 2000 in Bengaluru. The organisation works towards developing and strengthening Human and Institutional Development capacities in individuals and organisations in their complex role of 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 conducts, among others Group Relations Conferences (GRCs) to enhance the awareness and competencies to understand unconscious process at self and organizational levels and a 13 month Certificate Programme on Organizational Change Facilitation.

ADMINISTRATIVE DETAILS

Venue

**Lions Den Hotel,
Tungarli Lake Road,
Lonavala - 410403.**

Maharashtra

<http://lionsdenhotel.com/map.html>

Workshop Dates

November 24th – 27th, 2015

Language

English

Use of other languages is open for exploration

Financial Contribution

On twin sharing accommodation basis:

Rs 30,000/- + 14% service tax, which amounts to a total of Rs 34,200/-



Note:

The financial contribution includes board, accommodation and course material. All other expenses incurred will be borne by members. Accommodation is arranged on twin-sharing basis. Single occupancy can be considered, subject to availability and additional payment. Those wishing for single occupancy are to contact the administrator prior to applying. Please organize your own transportation to Lonavala.

Both the sponsoring organizations are non-profits committed to make learning opportunities available to those in the social justice and development sector who lack the means to pay the full contribution.

A few bursaries are available for participants from the non-profit sector, particularly small under resourced NGO or community based organisations and movements. Those applying for bursary may please mention the justification for their application and the amount of bursary they need and we will directly respond with the amount we can offer.

Applicants may post their filled out application forms along with the financial contribution to the address given below.

We prefer payments to be made by **bank transfer** and intimation sent to us via email. Alternatively applicants may **deposit cheques in local branch of HDFC Bank in GRI's account**. The application should contain details of the payment made.

The bank details are as follows:

Bank 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

IFSC Code HDFC0001755

Early Bird offer for applications received before **September 30, 2015:**

Rs.25,000 + 14% ST amounts to Rs.28,500

Last date for bursary applications: **October 15, 2015**

Last date for all other applications: November 10, 2015

Applications are not automatically accepted.

Please wait for confirmation of your application from the Workshop Administrator.

Refunds: The entire amount will be refunded if an application is not accepted for want of placement availability at the workshop. Refunds after deducting 25% towards administrative expense will be made to those who withdraw under other circumstances before November 10, 2015.

TRAVEL INFORMATION



Lonavala is a hill station situated at a distance of 90km from Mumbai and 65km from Pune.

The best way to reach Lonavala from Mumbai is by road, a journey of about 1 hour 20 minutes.

There are also long distance trains from Mumbai CST that stop at Lonavala and local trains from Karjat.

We Look Forward To Hearing From You!