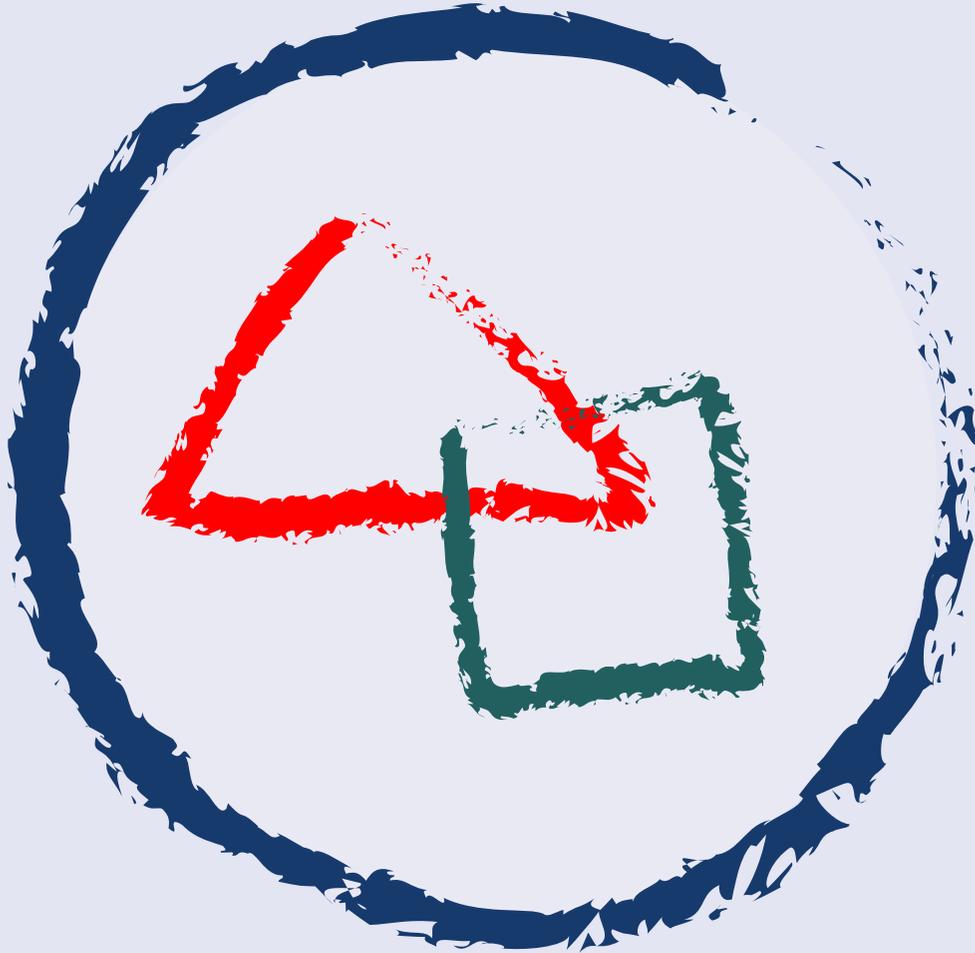
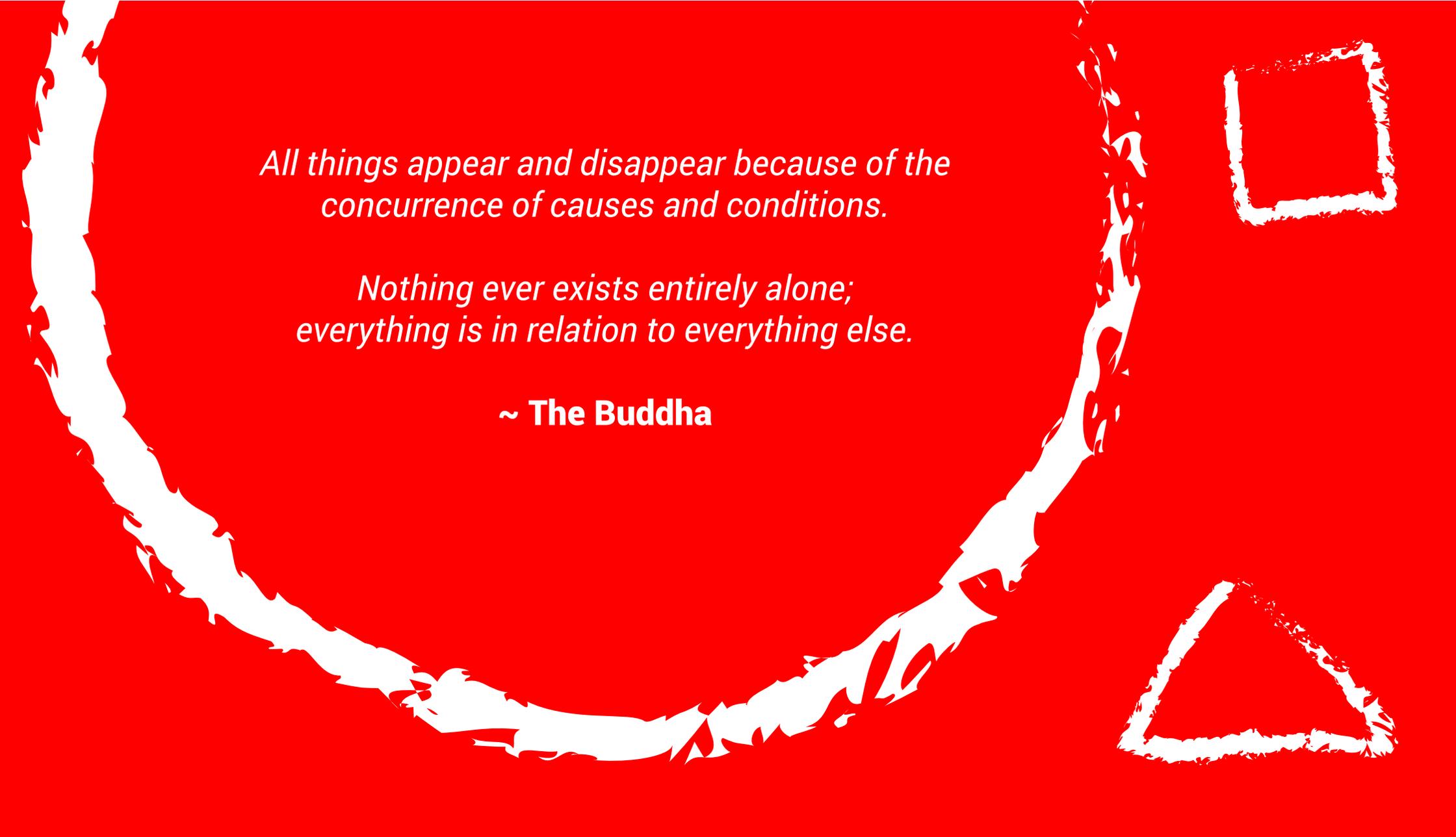


TaskRoleSystem

**Implications for consulting
towards systemic change**

April 18-20, 2018 | Bangalore





*All things appear and disappear because of the
concurrency of causes and conditions.*

*Nothing ever exists entirely alone;
everything is in relation to everything else.*

~ The Buddha



Workshop Context

The field of group relations or systems psychodynamics evolved in the Tavistock Institute UK as a confluence of many disciplines. Significant among these are psychoanalysis, systems thinking and several group-as-a-whole theories.

In this approach or way of thinking what has been valuable is the understanding of task, role, and system. 'Task' is about what is primary to any system, the reason for its existence, and therefore is also about what must be accomplished to further the purpose of the system. 'Role' encompasses both the formal authority vested in a person to further the task, as well as the personal authority the person may choose to deploy towards accomplishing task. Role answers the questions who and how?

'System' refers to activities and relations with a boundary. The where and the why. Organizations and families and societies function as systems (the individual too is a system); and therefore what happens in any one part cannot be separated from what



is happening in other parts of the system. Systemic ideas also allow us to locate the organisation in its wider context and to understand the interplay between the parts of the whole and what the parts may represent for the whole.

A system cannot fulfill its purpose without delineating roles and accomplishing tasks. Task, role, and system are therefore interrelated. Simple and obvious as this may sound, what makes this interrelationship complex is that we tend to import our histories, experiences, and desires, conscious as well as unconscious, to our taking up of current roles. Often, we may also act out our (unconscious) pictures-in-the-mind, importing aspects of other systems that we have been part of from our past, which may be out of tune with the realities of the present systems that we are currently operating in. In the absence of conscious awareness about what is being imported, and with lack of clarity about the system, task, and role, we run the risk of abandoning or diluting task and /or messing up our role, leading to unintended, if not downright undesirable, consequences for the system as a whole.

Furthermore, learning to 'see the system' requires that we shift our perceptual focus from understanding individual behaviour only as the product of personality variables. We need to add to this an awareness of the influence of the group on the person's behaviour



and vice versa. Becoming aware of the system thus requires that we locate ourselves more clearly in task and role, and explore the collective context of the personal. 'The personal is political' is a phrase that captures the interrelationship between the individual and the collective pithily. For a variety of reasons, not least of which is the comfort of immediate gratification, focusing on the individual is an easier choice than focusing on the complex set of dynamics at work at the level of the system in determining individual preferences and actions. However, it is a truism to say that all sustainable change requires working with the dynamics of the system as well.

About the Workshop

This 3-day conceptual cum experiential workshop on Task, Role, and System (TRS) will provide an opportunity to bring into view the systemic forces and factors which influence the process through which we find, make and take roles in the systems that we are part of. We will explore, engage, and work with the dynamics of consulting to role-holders on developing clarity about task, working within the boundaries of role, and towards furthering the interest of the system-as-a-whole.

The Primary Task of the workshop

To conceptually and experientially enhance one's clarity about task, role, and system, and their interrelationship, using the systems-psychodynamic framework.

We will use seminars, role consultation events, and plenaries for review and reflection to work towards our aim and task

For Whom

This workshop is intended for practitioners, managers, and consultants who work in and with systems in leadership or consulting roles. Familiarity through direct experience of group relations frameworks is a prerequisite. Therefore applicants are expected to have participated in a group relations conference or a workshop on Listening to the Unconscious.

Staff

Workshop Director: Rosemary Viswanath

Workshop Administrator: Kushal Banerjee

Consultants

Ganesh Anantharaman, Gouranga Chattopadhyay, Kushal Banerjee, Rosemary Viswanath and Vartika Jaini

Profiles

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). Consultant, Leadership Development and Culture-Building, working primarily with the corporate sector. He has been on the staff of several Group Relations Conferences in India since 2003

Gouranga Chattopadhyay (b.1931), D.Phil.Sc. (C.U.), FRAI (London), FASCT (Bengal), FAISA, FCSA (Melbourne), Life Member ISABS, Asiatic Society etc. Founder Member Anthropological Society of India, Trustee of GRI, Directed and participated as consultant over 100 GRCs in India, Australia, UK, Israel, Holland and West Indies. Authored 115 journal articles, 5 books, (2 books with publishers), 1 in Amazon.com, 7 volumes of poems, a Bengali novel, some poems and songs translations in English.

Kushal Banerjee, a postgraduate in HR Management from IISWBM, Kolkata, having over 36 years in-depth exposure in Strategic and tactical HRM in diverse industries. Partner & Principal Consultant, Value Consultancy Services, an organisation development & change management consultancy. Empanelled as an external consultant with Ernst & Young. A certified NLP practitioner and trained in Belbin Team Role evaluation, DISC and FIRO B profiling. Have been in staff roles in GRCs.

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. Professional member, Indian Society for Applied Behavioural Science (ISABS).

Vartika Jaini, is an economics graduate from Delhi University and a rural management professional from IRMA. She 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 in many group relations conferences as member and staff. Vartika is a Chevening Gurukul Fellow at Kings College, London.





Administrative Information



Dates

18-20 April 2018 – We begin at 1000 hours on Wednesday, April 18 and close at 1630 hours on Friday, April 20.

Venue

SAIACS CEO Centre
DoddaGubbi Cross Road
Kothanur
Bengaluru- 560077, India
<http://www.saiacsceocentre.com/>

Programme Fee

Double Occupancy basis 25000/- + 18% GST
Single Occupancy basis 28000/- + 18% GST

To Register – please fill in the online registration form by using this link <https://goo.gl/forms/T2YMYLK5j9m2MHLf1> and pay the fee. Do wait to hear from us for confirmation of your place.

Payment Details

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 Account Details

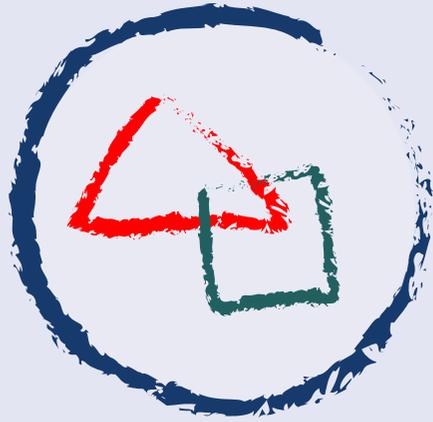
Account Name: Group Relations India
Account Number: 50200002769010
Type: TASC Current Account
Bank/Branch: HDFC Bank, Indira Nagar 100 ft Road
(Branch No 1755), Bangalore, India
IFS Code HDFC0001755

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





About 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. 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