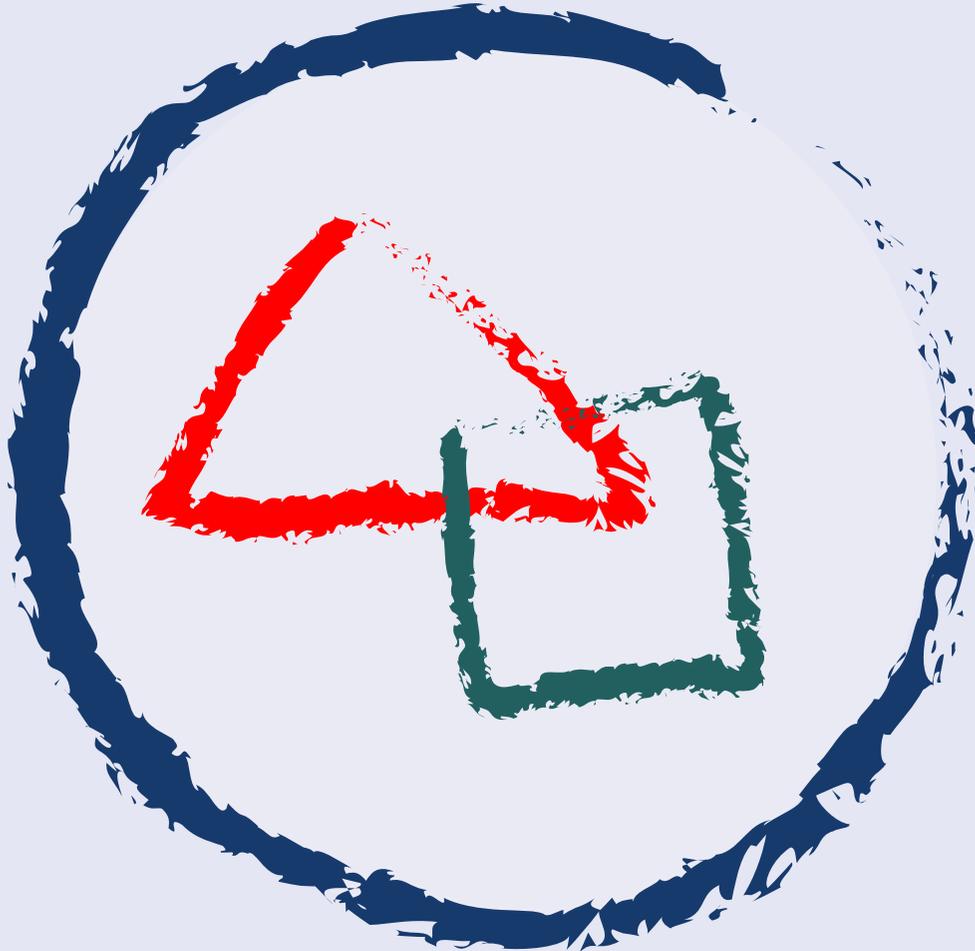
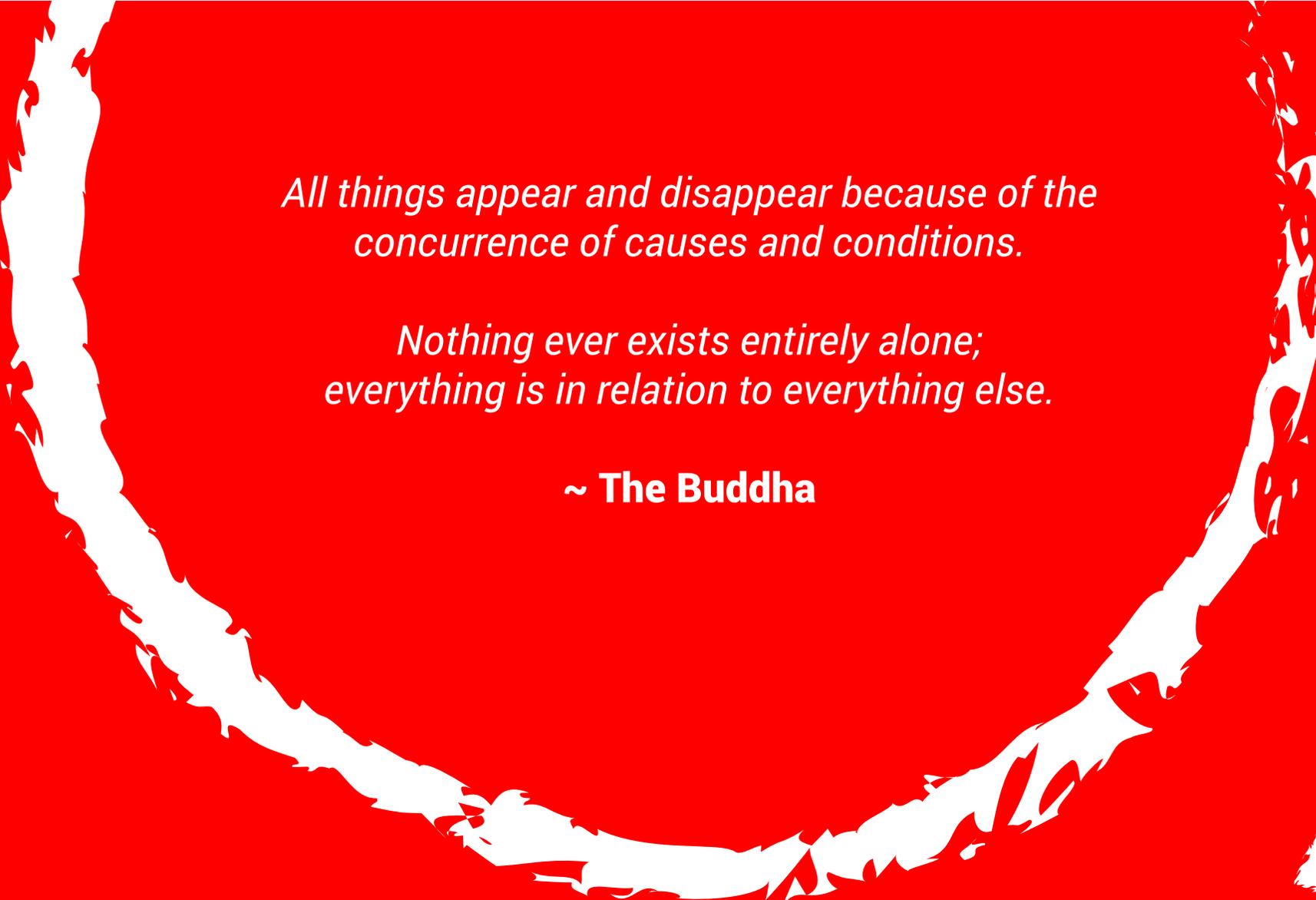


TaskRoleSystem

**Implications for consulting
towards systemic change**

Feb 27 - Mar 01, 2019 | 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: Chandan Shamnani

Consultants

Haritha Sarma, Rosemary Viswanath and Vartika Jaini

Profiles

Chandan Shamnani is a post-graduate in HR and OD from Delhi University, has worked with corporate organizations in the area of OD, learning and HR. Currently leading Learning and OD - APAC and Japan for Sophos. A certified practitioner for MBTI, FIRO-B, Extended DISC, Hogan Assessments and Korn Ferry Leadership Architect. He is a student of Group Relations work, keen to understand unconscious processes and bring it to life.

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. Over the last two decades, Haritha has designed, facilitated and directed learning processes with a focus on empowering marginalised communities.

Rosemary Viswanath, a mathematics graduate from Delhi University and a post graduate in management from IIM Bangalore is Founder & Managing Trustee, Group Relations India. She consulted in and directed Group Relations Conferences in India and internationally since 1987. She consults on leadership development, organizational strategy and change processes primarily with organisations concerned with social justice, human rights and sustainable development.

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 Information



Venue

VISTHAR, KRC Road, Dodda Gubbi Main Road, Bengaluru- 560077, India.

Visthar is a training and retreat centre in Bangalore North, set amidst nature.

It does not run like a hotel, so expect a simple space with very basic facilities, and wholesome local food. The programme is residential and accommodation is on single occupancy basis

www.visthar.org

Dates

27 February – 01 March 2019

We begin at 0930 hours on Wednesday, 27 February and close at 1630 hours on Friday, 01 March, 2019 .

In order to make it comfortable, participants are encouraged to reach and check in at Visthar by the evening of 26 February and settle in .

Check out of the accommodation will be by noon on 01 March and participants can leave by close of the programme on 01 March 2019

Programme Fee

Rs 25000/- + 18% GST , i.e a total of Rs 29,500/- is payable. Accomodation is on single occupancy basis.

To Register- Please fill in the online registration form by using this [link](#) and pay the fee. Do wait to hear from us for confirmation of your place.

Write to programmes@grouprelationindia.org, or message Chandan Shamnani +919923005526 or Rosemary Viswanath +919845403773 to set up a call for any further queries.

Payment Details

We prefer payments to be made by bank transfer. If you would like to pay by cheque, 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

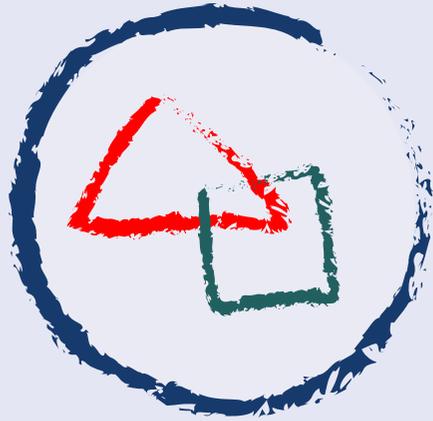
GST Number: 29AACTG0900H1Z0

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