



The ninth workshop offered by
Group Relations India

Listening To The Unconscious In Groups And Systems(LTTUC)



27-29 June, 2024

SAIACS CEO Centre, Bengaluru



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, there is a process that we are not conscious of, that is beneath the surface, termed the unconscious. Unconscious processes within us are often aspects of ourselves, or our experiences, that we suppress and ‘forget’, for a variety of reasons, including that they cause us embarrassment or even pain. We expend a lot of psychological energy ensuring that these continue to remain suppressed.

Often, we have a notion of ourselves as objective and rational beings, driven by logic and facts. When, in fact, each of us goes through life carrying a baggage, a load in the form of deeply held assumptions and conclusions based on our personal history and cultural dictates, which inform our actions and decisions. When deployed without interrogation, they may actually be irrelevant to current contexts and realities, limiting our ability to make effective decisions and generate creative options for our personal development, and our leadership.

In addition, groups also have unconscious processes or dynamics of their own, that operate beneath the surface. This becomes evident when we see that groups that we are in don’t always work towards their agreed upon tasks. We take on different

‘roles’, sometimes consciously, and often unconsciously. Tasks don’t get done as planned, and people get caught up in counter-productive processes often leading to frustration, emotional turbulence, break in relationships, and delays in task accomplishment. Yet, we may not be aware, or be resistant to unconscious processes at play at the level of the individual, group, or system.

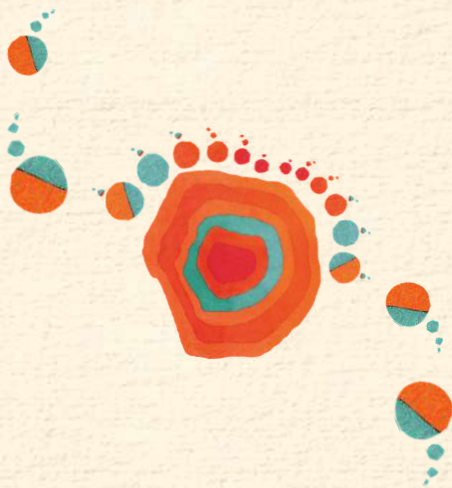
Surfacing these is likely to confront us with another set of questions that we prefer not to know, even though there is a cost to ourselves and to systems we belong, due to this ‘not-knowing’. It may need us to access our own ‘here & now’ experience, leading us to questions such as “How am I behaving in a group? In what ways does the group affect me and how do I deal with it? What roles do I usually end up taking in groups? Do these roles serve the task or divert from it and end up serving unconscious needs? How can I get a grip on the unconscious role I have taken up in the group that I am part of, and work instead in a manner that enables it to be more focussed on task?”

Much of our time and effort is invested in working in and on behalf of groups, that are often part of organisations and larger systems. We are sometimes in the role of a manager, team member, coordinator, consultant, etc, or at other times simply a member (for instance, in family, affiliation/social groups or a group in an organisation). In all these roles, it is useful to develop an awareness of what working in a group entails, what unconscious dynamics operate in a group, the implications these have on the way the group functions in relation to its task, and what we, with greater awareness of all these individually and collectively, can do to support the task better.



There are ways of becoming aware of, and of working with unconscious processes in self and in groups that are provided by pioneers in the psychoanalytic tradition such as Sigmund Freud, Melanie Klein, Carl Jung, and Wilfred Bion that inform the work in the workshop. The tradition of work on the unconscious that is called Group Relations is influenced by this as well as other streams, such as systems thinking, socio-technical systems, and socio-analysis.

Work on the unconscious and recognition of its impact however has had an extremely long history, and can be seen in thought and philosophy in the Indian sub-continent: the Upanishads, Buddhist and Jain philosophy, and literature on Yoga. Applying the group relations framework to interrogate wider social phenomena such as caste and gender, and their implications for leadership in systems in India, has also informed the practice of GR in India.



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 related concepts. The idea is to learn through experience, derive one's own insights, and apply them to one's roles in the workshop itself and in back-home situations, both organizational and personal. The workshop will provide an opportunity to enhance the awareness and understanding of:

- Unconscious processes in individuals, groups and systems, and how their interplay impacts the task in the 'here & now'
- Exploration of the implications of the above for one's roles in systems one belongs to
- Choices and options that this exploration opens up to work in a manner that renders us less susceptible to the grip of the unconscious and thus more supportive of the actual task

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 must be engaged with meaningfully for the system to fulfil its objectives.

The primary task of this workshop is *to work with the unconscious processes in self, groups and systems, and explore how their interplay impacts the roles we take up in the systems we are part of.*

METHODOLOGY

The workshop methodology is primarily experiential. We will work towards the primary task through a combination of our direct experiences in the here & now, reflection and insight-generation, and application of conceptual frameworks.

A range of learning events such as Small Study Group, Plenaries, Interactive Concept Sessions, and Reflection and Application Group will be used.

FOR WHOM IS THE WORKSHOP MEANT ?

This workshop invites as members, anyone to whom learning via direct experience is appealing. This asks of members the capacity to be open to experiencing in the here & now, reflecting on one's experience - both past and present, and to work with one's resistance to learn from one's fresh direct experience instead of labelling it on the basis of past.

The previous editions of this workshop have had participants from corporate organizations, development and other not-for-profit sectors, health care systems, trade unions, educational institutions, and also those with no particular paid working role.

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: Deepak Dhananjaya

Consultants will be drawn from: Haritha Sarma | Marisa D'Mello | Swathi Seshadri | Uma Ravikumar | Vartika Jaini

STAFF PROFILES

Deepak Dhananjaya, Agile Coach and Psychotherapist. He is the co-founder of AgileSattva Consulting that focuses on Agile transformation and organisation development. He is the founder of Prabhava Institute of Inclusive Mental health that focuses on inclusivity in mental health education and services, negotiating the boundaries of privileges and oppression of intersections of the society (patriarchy, sexuality, class, caste, religion).

Haritha Sarma, Organisational Development consultant and gender trainer especially working with the development sector for more than 25 years. He has extensively worked with Groups, Organisations and Networks engaged with issues related to structural poverty and marginalisation. Associate Member of Group Relations India. He has been a participant member and consulting staff in group relations conferences in India and internationally.



Marisa D’Mello, M.A. Psychology (University of Mumbai & University of Hawaii), Ph.D. (Social Sciences, University of Oslo); Professional Member, Indian Society for Applied Behavioral Science (ISABS). Consults with organizations on leadership development, culture building, personal and team effectiveness, and organization development. Published academic papers on identity, gender, workplace mobilities, and organizational culture. Participated in various events of GRI since 2017.

Swathi Seshadri, M.Com. (Mumbai University), M.A. in Social Work (TISS). Striving for social justice, equity and equality through her work in civil society organisations (CSOs), has been Swathi’s primary work since 1999. The Group Relations framework is central to her work, both in her full time work in a CSO and in her consultations to organisation change processes.

Uma Ravikumar, B. Com, MBA; Member, Programmes Committee, GRI; Uma has 26 years of experience in business and leadership roles including in Oracle Consulting; currently an organisation and leadership development professional working with individual and group learning methodologies. Associated with GRI in various roles since 2013 including as director of the workshop on listening to the unconscious in 2019.

Vartika Jaini, has been in roles of member and staff in Group Relations Conferences since 2010. She has directed two GR workshops. Member of Programmes Committee, Group Relations India. Founder Vriddhi, which works to accelerate impact for marginalized communities in Central India. She uses the GR framework for learning and development. She is a Chevening Gurukul Fellow at Kings College London.

ADMINISTRATIVE DETAILS

WORKSHOP VENUE

This is a **residential** workshop.

SAIACS CEO Centre,
Box 7747, Gubbi Cross Road,
Kothanur Post, Bangalore,
Karnataka - 560077
Ph: +91 960 600 8031 | +91 960 600 8032

The venue is located in north Bangalore, about 22.7 kms from Bangalore International Airport. Detailed information on how to reach the venue and other joining information will be sent to members upon confirmation of their applications.

WORKSHOP TIMING USEFUL FOR PLANNING

- Workshop registration 1000 - 1100 hours on June 27, 2024, Thursday
- Workshop start time 1130 hours on June 27, 2024, Thursday
- Workshop end time 1630 hours on June 29, 2024, Saturday





PROGRAMME FEE

GRI operates on a not-for-profit basis, committed to making group relations opportunities accessible to a wide section of society. Our offerings hence, are priced as close to costs as possible, with GRI as an institution being run largely on a volunteer basis. This has enabled people from a range of economic and work sectors, representing many other important diversities to attend our programmes. We believe that this diversity in membership contributes to opportunities for learning for all members.

To support this we have a differentiated fee structure, keeping in view that access to financial resources varies.

Workshop fee: INR 38,000 + INR 6,840, (18% GST) totalling **INR 44,840** (inclusive of accommodation and board on double occupancy basis). We expect that individuals sponsored by and/or working with the corporate sector opt for this fee.

Reduced fee: INR 32,000 + INR 5,760, (18% GST) totalling **INR 37,760** (inclusive of accommodation and board on double occupancy basis). This is intended for those associated with the social sector and for individuals for whom the full fee is not a viable option at this point.

If you are a potential international member, contact us for fee details.

A few rooms are available on **single-occupancy basis** at an **additional fee** of INR 3,500 + INR 630, (18% GST) totalling **INR 4,130**. If you would like a room on single occupancy basis, do write to us and we will revert with availability.

Fee Type	Fee (INR)	GST @ 18% (INR)	Total Fee (INR)
Workshop Fee	38,000	6,840	44,840
Reduced Fee	32,000	5,760	37,760
Additional Fee for single occupancy	3,500	630	4,130

We also offer the option of paying the fee in two instalments if that helps potential members.

BURSARIES

While we have a reduced fee option, we know that there may be some prospective applicants that find even this fee steep, particularly those linked to social justice and development sectors, small, under-resourced NGOs, community-based organisations, and movements. We would wish to encourage their participation. Do write to us, if you would like to seek a further reduction, stating the reason or context for this and the amount you can pay. A bursary committee will do its best to support your request, taking into account the number of bursary requests received, and the merits of each case.

It would help us if those seeking a further reduction in fee write to us by **June 7th, 2024**.



HOW TO APPLY

To apply for membership of the workshop, you would need to fill in the online application form using this [link](#). Applications will be accepted on a first-come-first-served basis. Please note that the invoicing and GST details in the application form are required by us to fulfil statutory compliances.

Once your application is accepted by us, we will email you the process for fee transfer. Your place in the workshop is confirmed, upon receipt of the fee, on a first-come-first-served basis.

The last date for receipt of applications is **June 20th, 2024**. Your place in the workshop will be confirmed when your application and fee payment are both completed, with an outer timeline of June 24th, 2024.

REFUND POLICY

Refund after deducting 25% towards administrative expenses will be made to those who withdraw on or before June 20th, 2024. For withdrawals after that, refunds are not possible as our expenses towards the workshop are committed by that time.

APPLICATION RELATED DATES

- Date by which we prefer to receive bursary requests June 7th, 2024
- Last date for receipt of application June 20th, 2024
- Last date for withdrawal with refund June 20th, 2024

SPEAK TO US!

For further discussions, and to assist your decision about the workshop, we would be happy to speak to you. Message Deepak (+91 99720-97848) or Uma (+91 97694 21935) to set up a time for a conversation. Or email us at: lttuc@grouprelationsindia.org.

We look forward to hearing from you and welcoming you to the workshop!

If you are currently living through particular personal difficulties, we suggest you consider the fact that the workshop is designed as a learning environment and is not meant to serve the ends of personal therapy, and accordingly take a decision.

The working language of the workshop is English.

ABOUT GRI



Group Relations India (GRI) was founded in 2013 with the vision of being an institution that is committed exclusively to furthering the thinking and practice of the group relations framework. It offers public programmes to make group relations accessible to a wide section of Indian society, having different representations and interests.

It is conceived of as a ‘home for GR’ in India.

For more information, please visit www.grouprelationsindia.org.

