

Listening to the Unconscious in Self, Groups and Society
A workshop presented by NIPM and conducted by Group Relations India

- a snap shot of the workshop -

The workshop has been designed based on the framework of “group relations” developed and furthered by the **Tavistock Institute of Human Relations, UK**. Work on Group Relations is offered in many countries - UK, USA, India, France, Australia, Israel, South Africa, and others in Europe and Latin America.

Why the workshop needs to be residential and for three and half days?

The unconscious, which is a large part of the mental life of individuals and groups, influences how we think, feel, respond, perceive and decide i.e.it impacts human behavior in totality. However, unconscious is not easily accessible since it is beyond our normal awareness. It requires a lot of conscious effort on our part to get in touch with our unconscious – working internally with one’s own self and discussing with likeminded people.

Therefore, the workshop design requires the session to start at 7 AM in the morning and members are expected to remain within the same ambience inside the workshop boundary. This helps the members learn through both formal and informal interactions and get a sense of the workshop as a whole. This is why the workshop is **residential and for three and a half days**. This allows people to be reflective so that they can try to pay careful attention to the unconscious.

How the participants and the sponsoring organizations benefit from this workshop?

Being effective in one’s role requires awareness of –

- 1) **One’s self** – What one is bringing unconsciously into one’s job from past experiences, both professional and personal.
- 2) What is actually happening, in the organization / group one is working in, versus the “**Unconscious Picture**” one carries from the past and
- 3) The impact the external context (Social, Political, Economic, Cultural etc.) is unconsciously exerting on Organizations, Groups and Individuals.

This workshop is based on **Experiential Learning**. By actively participating in various events, reflecting on feelings and making their own meanings of various experiences, participants can gain deep insights, which can be very productively used both for becoming more effective in organizational roles as well as in personal lives. As the learning is based on direct experience, and

not only conceptual, it is not easy to decide beforehand what each person will learn! **Therefore, learning is likely to be unique to individuals!**

We illustrate some of the possible learnings: -

In this workshop, we create an opportunity for the participants to experientially learn and develop insights on:-

- **Primary task** – i.e. the top most priority task of a system, which gives its meaning and purpose. Without this clarity, one's deliverables in a particular role will never be understood fully.
- Due to various psychological reasons, many of us lose touch with our **“Personal Authority”** i.e. we feel comfortable drawing authority from our Official Designation only and while engaging with task, do not examine how we can make our roles much more meaningful by exercising Skill, Knowledge, Initiative and Competency. **This is why, two managers, occupying similar positions, can be very different in terms of the impact, they create.**
- The workshop offers an opportunity to identify and examine the trap of **“Immature Dependency”** i.e. I learn to exercise my personal authority, within the boundaries of the task, to take appropriate actions / decisions, instead of passing all the decisions up to my superiors for direction.
- In this workshop, participants also gain, both conceptually and experientially, a clearer understanding of various types of **Boundaries like Task, Time, Territorial, Sentient Boundaries** etc. In reality, Management of these Boundaries is critical for understanding the whole process of Management.
- Participants also get an opportunity to raise and discuss some of their issues & challenges back home and get some ideas and direction about how to gain new perspectives on them.
- **It is a Leadership Development workshop.** The opportunity therefore, is for the participants, to gain fresh understanding and insights in all the areas mentioned above. It will help us to learn, how to manage **“Myself in my Role”** better and evolve as a more **Effective Leader who makes a difference.**