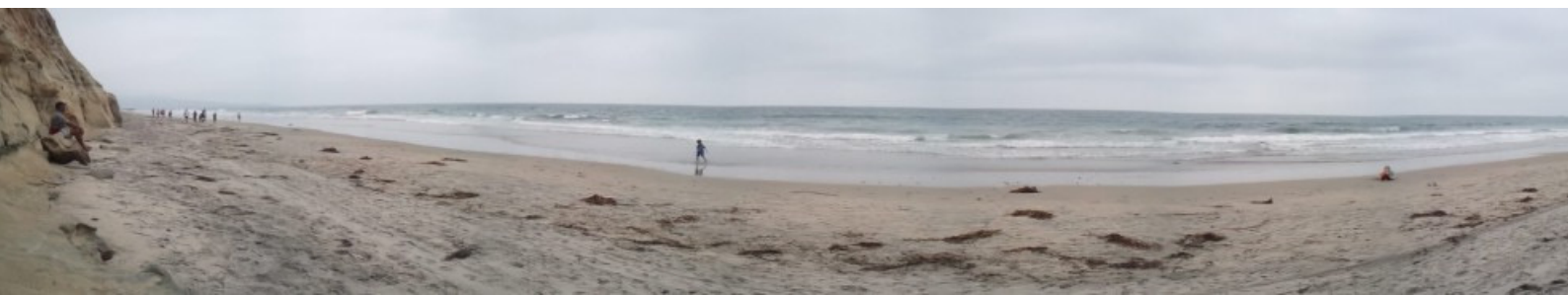


Energy in Groups

further developing a mindful practice
of Consulting and Leading

a program by Group Relations International



Energy in Groups

further developing a mindful practice of Consulting and Leading

In the context of a turbulent and fast-moving world, sometimes we need to slow down and notice, notice who we are and how we are co-creating the groups and communities we work in, the world we live in. Working with Energy in Groups intends to create a space where people who already have experience in working with groups can continue their development together and deepen their work.

This advanced program offers participants the experience to learn together for the duration of the program, both through the experience of co-creating a working community, as well as through individual reflection, theoretical contributions, mutual consultation and work on a (joint) project.

Five sections

The program has five sections. In sections one to three we meet as a cohort and follow a rhythm of: experience – sense making – practice. Anchored in a shared experience, relevant theory will be offered, both by guides and participants, to enable individual and collective sense making, followed by mindful application to the working reality of the participants. Each section focuses on a specific aspect of working with groups and communities, and is informed by a number of theories. Section four focuses specifically on application and section five is more reflective in nature.

Section I – Of me and the small group

This section explores questions like: what is my history, what are the patterns in my life; where am I now and where do I work from? It will offer space to explicitly touch what energy each of us carries and how our spirituality informs our work.

We will work with what happens when our individual energies come together in a small group or what happens when I as an individual meet a group? What are ways of noticing, how can we work with multiple alternative interpretations, what is held by the intimacy of small? And we will develop our repertoire of work by consulting to each other and to the group.

Additionally, as this is the first section, we will pay attention to how we form as a working community and what field is forming between us.

This section is informed by Graves, Beck and Cowan, Scott Peck, Bill Plotkin, Bion, Jung and others.

Section II – Of we and communities

In this section we will work with what happens when groups meet each other: How do we understand the power of group on group projections, the use of group roles? How do working communities organize themselves into groups and what are ways they distribute the work of task and spirit?

We will explore the relationship between the pattern of organizational change and pause: what are the narratives of creation and change that working communities construct, and how do these inform their work? How do 'we' create 'the other'? And what are ways to work with a fixed place from where you can orient yourself, a place to pause and breathe in the middle of a constantly evolving field?

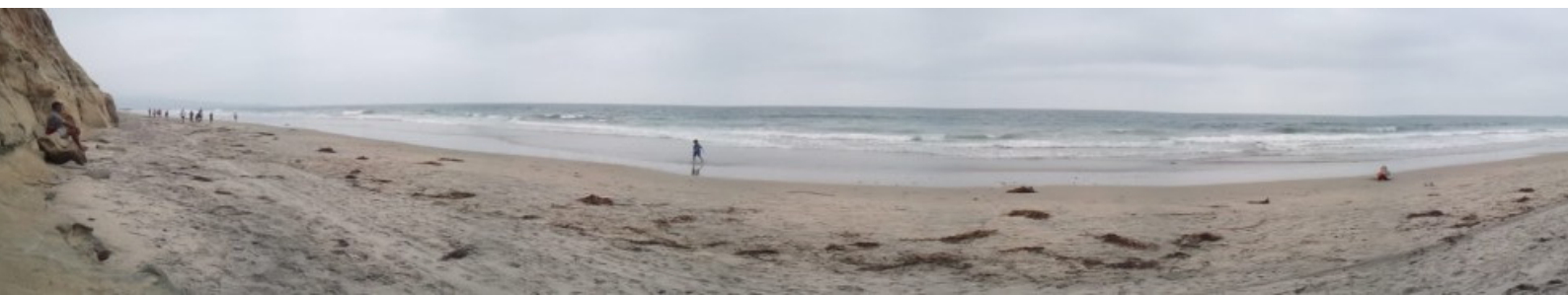
This section is informed by: Gabrielle Roth, Otto Scharmer, early Miller, Leroy Wells, Neumann/Braxton/Holvino and others.

Section III – Of our field and beyond

This section is about emptiness, emergence and discovery. We will explore what it means to enter the unknown, and how we can release ourselves to meet the future as it presents itself. We intend that our exploration will offer insight into purpose, energy, spirit and consciousness of groups as working communities.

In order to be true to what we seek to explore in this section, there is not much more we know about it – because what is needed then will be determined by who we are together at that point, and what the world we work in will ask from us.

This section is informed by the work of : Lynn McTaggart, Pema Chödrön, Karl Weick and others.



Section IV – The Project

Group Relations International works for social justice through applied spirituality, group relations and many other ways. Participants will be invited to self-organize to create or be involved in some social justice project(s) during the course of the program in which their learning can be applied and benefit others. Reflecting on the state and progress of that work as our working community develops will be part of each section.

Section V – Written Reflection & Coaching

After each section participants will be asked to write a reflective paper that integrates what they have learned from the section with their organizational or consulting practice, or their involvement in the social justice project.

Four individual coaching sessions will be offered to each participant, one after each cohort meeting and one to reflect on the project.

The first three sections have a nested nature, or progressive development, we move from micro to interdependent global systems, also recognizing that all systems are operative at all times. We experience, make sense and practice our being, connection and involvement in all these systems.

Dimensions of the program

As coaches, organization consultants, group workers, teachers and guides we have started to notice that we consistently encounter four dimensions in our work. It is from these four dimensions that we have developed the program, and each section will explore the section theme from these four angles:

- applied spiritual: we will work from an understanding of applied spirituality, making space for quiet reflection; listening for the 'more' that is present; and working from a curiosity about what inspires us and what moves the energy in our community;
- academic-theoretical: we will touch on models and theories that can inform working in and with groups, in and with communities. Some of these models and theories are long standing ones, others may be still developing, also through our work together;
- field-oriented: we will co-create a working community of participants and guides for the duration of the program, exploring the field we hold between us, and the wider field in which we move;
- mindful-practical: we will guide a process of mindfully applying the learnings to the practice of the working communities we work and live in or consult to.

Who for?

We expect a cohort of about 15-20 participants on the program. The program is aimed at people who already work intimately with groups, who have been part of and consulted to working communities (for profit and not for profit organizations, volunteer networks, religious communities, schools, government institutions, etc.), as consultants or managers or leaders. We expect participants to seek a more in depth understanding of working communities, and their roles and place in it. As this is an advanced program, an application process will be part of joining the program.

By who?

The program is an initiative of Group Relations International, an organization that works for social justice through group relations, applied spirituality and other ways yet to be known. We draw on an international mix of experienced consultants and tutors, among which Earl Braxton, Christine Davies, Cheryl Getz, Zachary Green, René Molenkamp, Shelley Ostroff, and Anjet van Linge.

Why we do this?

Sometimes we find ourselves 'in the zone.' What we are normally good at we do very well in that moment, it is almost as if we lose ourselves as a person and we become what we do: the teacher becomes one with the subject and with the classroom, the manager knows exactly what to say to whom in what moment.

Sometimes we find ourselves 'in the zone' collectively, like a sports team, a team meeting, a group of friends shooting the breeze. The 'in the zone' experiences are familiar to most people.

Another experience – perhaps somewhat less familiar to people – is like an "in the zone" experience. It is the experience of being part of a 'field', a 'more'. Like the 'in the zone' experience, we know that we are (or were) in it but we don't quite know what the it is, or even how we get there.

In our work we are noticing a growing awareness of these fields, this "more" that connects us. Anchored in our practices of organizational consulting, coaching and training we have felt a need to make more explicit our thinking about working with these fields. We have started to write, about noticing what is the field and how we move in it, about the force of intention, the presence of synchronicities, collective wisdom, and the importance of being with not knowing.

We are offering this program because we believe co-creating this with you will give all of us an opportunity to discover new ways of knowing and learning about leadership; because we have a passion for passing on and making available what we know and discovering together what we do not yet know; and because we believe there is a lot yet to learn about leadership, the energy, dynamics and life of working communities.



Practical information

Section I
7 – 10 February 2012
Texel, Netherlands

Section II
21 – 24 August 2012
Cardiff, Wales, UK

Section III
8 – 11 January 2013
San Diego, California, US

Section IV and V will run throughout the programme and individual sessions will be agreed individually.

Program costs are Euro 10,000 per participant including accommodation, excluding travel, and meals.

For additional information about this program you can contact one of the two conveners:

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Anjet van Linge
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Conveners

René Molenkamp – René works with senior executives at IMD and INSEAD. Leadership, group dynamics, authority, role analysis, energy in groups are some of the concepts he works with. René comes to GRI with almost two decades of group relations experience. Initially attracted by the study of the unconscious in groups, as well as the concepts of boundaries, authority, role, task (BART) and the group-as-a-whole, over the years he discovered what he calls “the More” in Group Relations work. “The More” is about invisible patterns of connection between people; about seeing and noticing; about energy in people, in groups and the world; about what emerges through intention, about reflective leadership; about creativity and passion; about the power of silence. GRI is a living organization of passionate people who work with group relations and “The More” to make the world a slightly better place.

Anjet van Linge – Anjet is a sculptor and a guide. For nearly 20 years she worked in and with international organisations, helping leaders and their teams navigate complex transitions. Her work with people and stones explores how relationships influence the flow of primary energy in a field: how do sculptures relate to the space they also shape? And equally, how are we creating boundaries and space? What determines the flow of energy in an organization, a working community? She invites clients to develop their capacity for conscious leadership: Why – are – we – here – now? Of course she too continues to explore that question and seek to stay with the beauty of sometimes glimpsing an answer, and often not knowing. For her, GRI is an opportunity to make available, with others, a field in which working communities (both in commercial organizations and the not-for-profit sectors) can contribute with compassion to a juster world.

Group Relations International

Group Relations International works for social justice through applied spirituality, group relations and many other ways, some yet to be discovered. GRI was founded by Zachary Green, Christine Davies, Anjet van Linge, Peter Shapiro and René Molenkamp who form the founding circle.

More information about Group Relations International can be found at www.grouprelations.org

