

*Group Analysis North, in Partnership with the
Institute of Group Analysis*

Reflective Practice in Organisations: Foundation Course

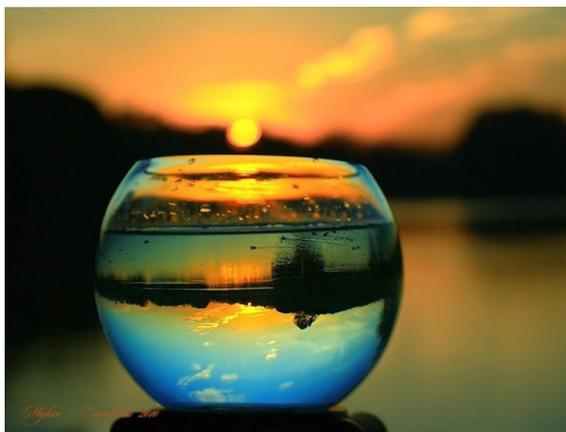
Friday 21st June 2019 and Saturday 22nd June 2019

Led by Christine Thornton

Applicants' Information and Course Programme

The Foundation Course offers an experiential introduction to the group analytic approach in working with groups in organisations, particularly reflective practice groups and other team interventions.

There are lectures from leading practitioners, opportunities to experience the dynamics of reflection in small and large groups, practical exercises to deepen understanding of leadership and group dynamics, and opportunity to consider how to apply learning in your own work setting. It is especially valuable for those leading or working with diverse, multi-disciplinary teams in complex or challenging settings.



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Group Analysis North

What does the course offer?

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Group Analysis has a distinguished track record in expertise with groups. The discipline articulates and uses fundamental processes seen in all groups, and pays close attention to the relationship between each individual in the group and the group as a whole, making it a particularly valuable model for working with teams and reflective practice groups. The course is offered by Group Analysis North in partnership with the Institute of Group Analysis.

Who is the Foundation Course for?

The Foundation Course is open to anyone with a professional interest in reflective practice at work, team coaching or other organisational interventions. We expect it will particularly interest people working with teams and/ or conducting reflective practice groups, and organisational leaders wishing to understand how best to participate in and use groups to promote organisational health and effective communication. It is especially valuable for those leading or working with diverse, multi-disciplinary teams in complex or challenging settings.

What will the course do for me?

By the end of the course we would expect you to have:

- Greater awareness of the experiences of self and others in groups;
- Explored the dynamics of joining and leaving a temporary learning community;
- Gained a fuller and more nuanced understanding of leadership in groups;
- Understood some obstacles to thinking in the workplace, and how reflective practice helps overcome these;
- Recognised different styles of leadership and participation, and reflected on your own style;
- Explored the differing potentials and dynamics of small and large reflective groups;
- Gained a fuller understanding of the potential of a group analytic approach to teams and reflective practice;
- Considered how to apply learning in the work setting.

Validation of learning

A CPD certificate will be provided, accredited by the Institute of Group Analysis

Course venue: Newlands Medical Centre, 315 Chorely New Road, Bolton, BL1 5BP

Course fees: GAN/IGA members £425, Non-Members £450 (lunches included)

To register contact: administrator@groupanalysisnorth.com, telephone 01204 840909

Foundation Course Learning Objectives

The Course is a foundation for professionals either wishing to develop stronger skills in working with teams and reflective practice groups, or leaders requiring a better understanding idea of how to use organisational interventions and participate in team and reflective practice settings. We expect that participants will give different emphasis to what they wish to gain from the Course, and so learning objectives will differ for each individual. We therefore offer a list of learning objectives which the Course will give opportunities to make progress on, as a 'menu' from which participants can choose or modify to reflect their own priorities. Participants can:

- Identify and discuss personal and professional objectives for Reflective Practice and for the Foundation Course
- Have greater awareness of the experience of self and others in groups
- Grasp some distinctive qualities of group analytic practice in working in/ with organisations
- Practise speaking in a reflective group
- Give and/ or receive feedback in a group setting
- Gain a fuller and more nuanced understanding of group leadership
- Recognise different styles of leadership and participation, and reflect on their own style
- Understand some obstacles to thinking in the workplace and how reflective practice helps overcome these
- Explore the differing potentials and dynamics of small and large reflective groups
- Have greater awareness of the tension between personal and group identity
- Experience the dynamics of joining and leaving a temporary learning community
- Gain a fuller understanding of the potential of a group analytic approach to teams, organisations and reflective practice.

Course Personnel

Christine Thornton is a group analyst, supervisor and consultant, author of the best-selling *Group and Team Coaching* [Routledge 2010, 2016], and many other books and papers; she is currently editing a new volume, *The art and science of working together: practising group analysis in organisations*. Christine is the Convenor of the IGA organisational training, the *Diploma in Reflective Organisational Practice*. Christine's work enables better understanding of unconscious and systemic dynamics in organisational relationships. She has applied group analysis in team coaching, supervision groups, large groups, action learning sets and professional development groups, in over twenty-five years' consulting to organisations, and has been honoured for contributions to the coaching profession. She has held senior leadership positions, most recently national clinical director at icap www.icap.org.uk 2011-14. Correspondence: hello@thorntonconsulting.org

Antony Froggett is the director of Thinking Space Consultancy. He is a training group analyst and training supervisor with the IGA. He was previously the Course Director for the IGA Qualifying Course in Group Analysis in Manchester. He worked as an adult psychotherapist in the NHS for 15 years, and now works independently as an organisational consultant, trainer and coach. Antony has an MA in Psychoanalysis and the Organisation from the Tavistock Clinic/University of East London. He is currently a senior lecturer at the University of Birmingham on the Master's in Healthcare Leadership programme, organised on behalf on the NHS Leadership Academy, and a supervisor on the IGA Diploma in Reflective Organisational Practice.

Cynthia Rogers is a training group analyst, organisational consultant, supervisor, and company director. With 20 years experience of reflective practice, her most recent work, nationally with doctors, was informed by her research interest in professional identity. At the first international congress on Median Groups in Bolzano, Italy, Cynthia described her use of median, dialogue groups in reflective practice. She is the author of 'Psychotherapy and Counselling a Professional Business' (Wiley 2004), which explores the dynamics associated with earning and sustaining a living as a therapist. This year she has contributed to books on countertransference and reflective practice.

Gerhard Wilke is an Anthropologist and Group Analyst, an Organisational Consultant, Executive Coach and Supervisor. He is one of the most experienced Large Group Conductors and the author of several books. Gerhard is an Honorary Fellow, Royal College of General Practitioners and an Honorary Fellow International Association of Group Therapists.

Ewa Wojciechowska is a training group analyst and accredited supervisor at the Institute of Group Analysis (London). She maintains a small private practice which includes work in the areas of individual and group psychotherapy, organisational consultancy and supervision. She has conducted weekly reflective practice groups with the staff of two very different in-patient units for many years. Her international work has been with the Institutes of Group Analysis in Poland and Slovenia, where her role has been that of assisting local members to think and work their way through complex organisational developments, notably managing the transition from old established leadership to younger, relatively untried leadership. Some details of her work are described in a book chapter entitled "Managing Personal and Professional Boundaries" (in Staff Support Groups in the Helping Professions, eds: Kennard, D and Hartley, Routledge 2009.)

Overview of Programme for Day 1: Friday 21st June 2019

Registration, Introduction, housekeeping and welcome, Christine Thornton, Convenor

Introductory world café exercise, Review in pairs, Plenary discussion

Break and refreshments

Keynote 1: Christine Thornton: Reflective practice in organisations: towards a group analytic praxis or working with teams/ organisations

Questions and discussion

Lunch—provided

Reflective practice group 1: Small groups, How does my experience chime with what I have heard so far? What are the obstacles to thinking in my workplace?

Refreshments

Keynote 2: Cynthia Rogers: Creating the right conditions for effective reflective practice: dynamic administration in action

Questions and discussion

Reflective practice group 2: Plenary, Reflective practice in a 'temporary learning community': Speaking my thoughts and feelings. What am I learning about how I and others [can] use reflective practice with teams and groups?

Day Ends

Overview of Programme for Day 2: Saturday 22nd June 2019

Programme for the day and revisit learning objectives

Fishbowl exercise: Choosing a leader for a reflective practice group

Reflective practice group 3: Small groups, what led you to choose the group you chose [active or observing]? What have you learned about yourself and / or how others are similar/ different from you? What different issues concern managers and practitioners? What are the qualities/characteristics we want from a RP leader?

Break/ refreshments

Keynote 3: Gerhard Wilke: The art of group analysis in organisations: Using intuitive and experiential knowledge

Questions and discussion

Lunch—provided

Reflective practice groups 4: Small groups: What have the experiences of the Course meant for me? What difference can it make when I am back at work?

Break and refreshments

Pairs exercise re: putting into practice and plenary re: further steps

Reflective practice group 5: Final plenary - gathering the threads of learning, saying goodbye

Reflections on the Course: Thoughts unuttered, feelings unexpressed

Course Ends – collect CPD Certificate

Afterwards - Meeting for those proceeding to the 2019 Diploma in Organisational Practice in London, focussing on dynamic administration