

# GROUP ANALYSIS NORTH

## In-House Basic Groupwork Skills Training Programme

One and two day options for courses for 10 or  
more participants

Led by Mandy Wildman, GAN Development Officer



2024



## **Basic Groupwork Skills Training Programme**

In addition to the more formal trainings provided by the IGA Foundation, Diploma and Qualifying Courses, Group Analysis North (GAN) recognises that staff teams often value and benefit from an introductory groupwork skills training, enabling staff to acquire practical skills and knowledge to assist them in developing and facilitating groups. In addition to offering a practice development opportunity, staff also find this brief training to be a good starting point in developing confidence and resilience in working as a group facilitator. **Group analytic theory and principles provide the framework for this training.**

This brief training is usually offered as an 8-week programme, running online. (See attached programme and details at appendix A). However, it can also be offered as an in-house training within a variety of services and agencies, in statutory and voluntary sector settings. Group analytic skills are of value in all group contexts. The programme can be tailored to meet the remit and service objectives of the setting in which it is offered. Whilst the in-house training can be offered within a flexible framework, 2 examples are offered here for information. These being, respectively, draft programmes for a 1-day training, and a 2-day training. These examples are provided as an illustration of the areas of groupwork skills covered. The costs given include an initial 2-hour face to face planning session. Additional sessions can be arranged but will be charged for including travel expenses. Training can be in person or online.

**Minimum numbers for each day will be 10, this ensures all participants have an optimal group experience.**

**Group Analysis North** is a small Registered Charity (number 1093824), which is based in Bolton, Greater Manchester. Its objectives are:

- To develop the theory and practice of group analysis.
- To develop and provide vocational training and education in group analysis among members of the medical, nursing and other related caring professions and educationalists.
- To support the provision of group analysis as widely as possible for the general public especially to those groups disadvantaged by hardship or other adverse condition.

GAN also has a partnership agreement with the Institute of Group Analysis (IGA) for the delivery of IGA training at foundation, diploma and qualifying Levels.

**1 Day Training: £150.00 per person attending (facilitator's necessary expenses are in addition to the fee).**

## **COURSE OBJECTIVES**

To provide an introductory overview of, and learning in, the following areas:

- A practical and theoretical understanding of how to set up a group well.
- A basic understanding of group processes and how these can help or hinder the group outcomes.
- A better understanding of the role of the Group Facilitator, and how to look after yourself in this role.
- Awareness of the different roles that people take in groups and how to recognise and work effectively with these.
- Awareness of why boundaries are important in groups, how to establish them and work with them effectively.
- An understanding of the endings in groups and how to facilitate these positively.

## **Minimum course number – 10 participants**

### **Programme for the day**

<b>9.30 -10.00</b>	Welcome, introduction and overview of the day.
<b>10.00- 11.00</b>	An introduction to Group analytic theory and thinking
<b>11.00-11.15</b>	Break
<b>11.15-12.00</b>	Planning and developing a group.
<b>12.00- 13.00</b>	What a group facilitator's role is.
<b>13.00-14.00</b>	Lunch break.
<b>14.00-14.45</b>	What are group boundaries.
<b>14.45-15.30</b>	Small group exercise
<b>15.30-15.45</b>	Break.
<b>15.45-16.45</b>	Reflective Practice Groups.
<b>16.45-17.00.</b>	Closing comments and thoughts.

**Two Day Course Option: £300.00 per person attending (facilitator's necessary expenses are in addition to the fee)**

## **COURSE OBJECTIVES**

In addition to the objectives outlined in the 1-day programme this 2-day programme allows for more detailed learning of group processes, managing conflict and other intra group difficulties and the group facilitators role in managing these; it also includes a reflective practice component. This reflective practice component allows course attendees to work with 'live' material, allowing the learning of the training to be transferred into ongoing practice issues. Minimum course number – 10 participants.

### **Programme - Day 1**

<b>9.30-10.00</b>	Welcome, introduction and overview to the 2 days.
<b>10.00-11.00</b>	An introduction to Group analytic theory and thinking.
<b>11.00-11.15</b>	Break.
<b>11.15-12.00</b>	Planning and developing a group.
<b>12.00-13.00</b>	What a group facilitator's role is.
<b>13.00-14.00</b>	Lunch break.
<b>14.00-14.45</b>	What are group boundaries.
<b>14.45-15.30</b>	Small group exercise.
<b>15.30-15.45</b>	Break.
<b>15.45- 16.45</b>	Reflective Practice Groups
<b>16.45-17.00</b>	Closing comments and thoughts.

### **Programme - Day 2**

<b>9.30-10.00</b>	Welcome and feedback from Day 1
<b>10.00-11.00</b>	What happens in a group – the development of the group, beginning, middle and ending phases.
<b>11.00-11.15</b>	Break.
<b>11.15-12.00</b>	Managing the dynamics in the group, what happens when someone doesn't speak, someone dominates the group conversation, or there is conflict between group members.
<b>12.00-13.00</b>	Working to enhance the therapeutic activity in a group.
<b>13.00-14.00</b>	Lunch break.
<b>14.00-14.45</b>	Managing endings in groups.
<b>14.45-15.30</b>	Small group exercise.
<b>15.30-15.45</b>	Break.
<b>15.45-16.45</b>	Reflective Practice Groups
<b>16.45-17.00</b>	Closing thoughts and comments.



## HOW TO RUN A GROUP

### Online Training in Groupwork Skills

#### INTRODUCTION

This introduction to groupwork skills course will be of interest to you if you are involved in developing and/or facilitating groups. This may be in your workplace, or you may be involved in groups of a voluntary nature. The course is designed for those working with groups in a variety of settings, i.e. mental health and other health related services, criminal justice system, recovery services, therapy, counselling, social care, children's and young people's services and education providers. It will also be of benefit to those who wish to develop a greater understanding of team and organisational dynamics.

The course is designed to be accessible, supportive and encouraging and it offers practical knowledge and skills that are directly transferable into our everyday work and lives. **Group analytic theory provides the framework for the course, which is designed to introduce you to the factors that underlie group dynamics.**

#### COURSE OBJECTIVES

To provide:

- A practical and theoretical understanding of how to set up a group well.
- A basic understanding of group processes and how these can help or hinder the group outcomes.
- A better understanding of the role of the Group Facilitator, and how to look after yourself in this role.
- Awareness of the different roles that people take in groups and how to recognise and work effectively with these.
- Awareness of why boundaries are important in groups, how to establish them and work with them effectively.
- What to consider in working with groups online.
- An understanding of the endings in groups and how to facilitate these positively.

#### COURSE STRUCTURE

Each of the 8 sessions includes a 60-minute seminar and a 90-minute work reflection group (the work reflection group is an opportunity to look at ongoing groupwork and organisational issues that participants will bring to work with). There will be a half hour break between the two sessions.

#### COURSE FEES

£435.00 for self-funding (option of £145 x 3 monthly payments) and £550.00 for places funded by workplace/organisations.

#### COURSE DATES

The course runs on 8 consecutive Thursdays from 4.00 p.m. — 7.00 p.m.

## **Online Platform/arrangements**

The course will be run via a Zoom meeting room. A Zoom invitation will be emailed to the course participants—they do not have to have a zoom account.

## **COURSE SEMINAR PROGRAMME**

- Session 1** An introduction to group analytic theory and thinking.
- Session 2** Thinking about the group matrix.
- Session 3** What a group facilitator's role is.
- Session 4** Group boundaries: Creating, managing and maintaining.
- Session 5** Managing difficult situations in groups.
- Session 6** Working with transference and countertransference in the group (developing and understanding of how and why group members may relate to one another).
- Session 7** Thinking about difference and otherness in relation to groups.
- Session 8** Managing endings in groups.

## **COURSE CONVENOR AND SEMINAR LEADER**

The course is convened by Mandy Wildman, who works with GAN as its Development Officer. Whilst beginning her career in social work she began working in the NHS in 2000, working in both community and inpatient services as a clinician and manager. After working for 13 years in Secure Forensic Mental Health Services she took early retirement and now works in private practice. Her psychotherapy trainings include group, cognitive analytic and mentalization based therapy. She studied on the Advanced Course in Groupwork at the Red House, Manchester. Alongside clinical practice her areas of interest include developing effective team working within an appreciative leadership framework.

## **PRIOR KNOWLEDGE**

Prior knowledge of group work theory and skills is not required for the course. On acceptance of an application form a short informal conversation will be held between the convenor and the applicant.

## **CERTIFICATE OF ATTENDANCE AWARDED AT THE END OF COURSE**

### **Enquiries to:**

Group Analysis North Development Officer, Mandy Wildman, e mail: [mndywldmn@aol.com](mailto:mndywldmn@aol.com)

Alternatively, contact our administrator Bethan Marreiros, [administrator@groupanalysisnorth.com](mailto:administrator@groupanalysisnorth.com)

Details are also on the GAN website: <http://www.groupanalysisnorth.com/training/how-to-run-a-group-short-course-on-groupwork-skills.php>

**Group Analysis North** is a small charity based in the North of England. Its remit is to provide training, support and knowledge of group analysis.

In partnership with the Institute of Group Analysis (London), Group Analysis North runs the following block weekend trainings:

- IGA Foundation Course in Groupwork —An introduction to understanding group processes and skills in developing, leading and facilitating groups.
- IGA Diploma in Groupwork Practice—supports the development of specialist skills and competencies in group therapy.
- IGA Qualifying Course Group Analysis—Provides specialist training in the practice of group analysis, leading to full membership of the IGA and UKCP registration.

Group Analysis North also provides:

- Group supervision—telephone and face to face in a small group.
- Work reflection groups—monthly sessions on a Friday evening.
- Friday Seminars—focussing on ‘applied’ Group Analysis.

Details of all Group Analysis North’s activities and events can be found on the website:

[www.groupanalysisnorth.com](http://www.groupanalysisnorth.com)