

LEARNING ABOUT GROUP PROCESSES

An IGO One-Day Workshop

Introduction

This one-day workshop will introduce you to a new way of thinking and working that will benefit both you and your organisation. Based on extensive experience, research and evidence from a wide variety of organisations in several different countries, it will help you bring about positive change at work.

The workshop is dedicated to helping members understand how people operate in society and organisations. Over the past thirty years, the Director of IGO, Dr Stapley has compiled a body of knowledge about “group processes” – the way that people interact and operate in groups, taking their psychological and emotional processes into account.

The one-day workshop is only an introduction, but you will experience and gain an understanding of the way that group processes (that you were not even aware of), affect your organisation. Your experience on the day will give you much greater awareness and understanding about what is happening at work. Afterwards, you will be able to develop your knowledge and understanding of group processes, by reading books and articles that we can recommend. Unfortunately, just reading this material on its own is not very helpful, without having the experience of a workshop to reflect on.

How will it affect your organisation

Most research of groups focus on how individuals behave in groups. However, this workshop will look at the operation and perspective of the group-as-a-whole. We will experience and help to lay bare the behaviour which goes on sub-consciously, giving the participant a totally different perspective.

An awareness of group processes will help you understand the processes occurring in your own organisation. In addition, you will become aware of your

own blind spots which, from an organisational perspective, may have disastrous consequences – losing money, missing opportunities or analysing issues incorrectly. Why do groups sometimes collude to deny important information which might change the way the organisation operates? For example, the ‘credit crunch,’ was caused, in part, by ‘beneath the surface’ processes which led thousands of people to unconsciously deny information that, had it been considered, might have resulted in very different outcomes. Another example would be the Challenger space disaster where there were similar unconscious processes occurring.

Why should you attend

Almost without exception, people who attend these events feel enlightened and gain an understanding at a new level. In order to really grasp how groups work we need to actually ‘experience’ group processes. The workshop allows this to happen by exploring the behaviour of the group as it happens. You can’t read about it or be “taught” how group processes work; you have to experience it yourself. This is the real strength of the workshop: you experience group process as they are worked through, thereby gaining a deeper understanding, and the kind of learning that you can’t forget. Group processes are not something you will be ‘taught’ at Business School. Few senior managers have the ability to see the world of groups in this particular way, so if you can, you will have a competitive or professional advantage. This is a genuine opportunity to meet the development needs of your organisation and to find out how to avoid group processes that could prove disastrous.

What you will gain

People are busier than ever with their jobs and their lives, so we have distilled our understanding into a one-day experience. The workshop is the culmination of thirty years of work with groups across the world and gives you real insight. Previous participants have said:

“I thought it was excellent. I liked the fact that I was challenged so much. I felt something shifted in me on the day. I know I have felt more confident about speaking about my feelings. The day confirmed within me that human relationships are so complicated. I am now able to voice my feelings and understand why others react the way they do. I thoroughly enjoyed the day. I was exhausted when I got home!”

We now meet to discuss how we are personally developing as a result of the experience. Thank you very much."

"It was a truly excellent day that was structured really well. I learned more about what I find difficult in groups and have started to think about why that is. It has helped in my relationships with other colleagues who took part. It has also influenced me in how I run groups myself. The workshop really opened my eyes to the value of experiential learning combined with exploration. In the past I have found experiential learning a bit too experiential and I have been a bit unsure what I have got from it and at times quite confused. The smaller group discussion at the end brought things together nicely."

"It is always helpful being part of a large group but your interpretations of processes developed my learning further. I really feel excited about group processes and the day just reinforced this. The day got me thinking about how I feedback and debrief. This was a really useful experience and which I would like the opportunity to repeat, It has given me the taste for wanting to learn more about groups."

"This was a huge amount of learning in a short space, even when not in session I became aware of my behaviour and thought about the possible motivations behind the behaviours. Since completing the workshop I have been aware of the roles that I am taking in groups and the way that groups are functioning, I am playing with the roles that I take, trying less to use humour and forcing myself to listen more than talk! I feel more empowered within my work role and less that things are being done to me, I feel that my opinion has a value and that being liked is not so much an issue. I am encouraging my team to think about their practice. "

"I think that the structure was very clever, and that the debriefing of the group work was like a week's worth of self-reflection that one does after normal group work, which sped up the learning. There was a huge amount of learning, thank you for such an enlightening course."

These participants gained greatly from their experiences, and so will you and your organisation.

Purpose

To provide opportunities to learn by constructing situations in which the task given to the members is to study their own behaviour as it happens. To this end, many of the familiar structures normally available in

organisations will be removed, and this means that members must either set up their own 'organisation' or

abandon the task. In taking up roles to achieve the task members will have the opportunity to experience for themselves the forces that are brought to bear on them when they take roles requiring leadership, and the forces they bring to bear on others who demand their following.

Enquiries

Individuals and organisations who wish to take advantage of this unique learning experience should please see the IGO website for details of 'Upcoming Events'. If this workshop is not listed; to obtain advice and to discuss without commitment please contact IGO, to make an appointment.