

An IGO One-Day Workshop

Learning about Inter-Group Processes

How many times can you say that a one-day workshop will have lasting consequences and benefits to your organisation? How often can a one-day event bring about a totally new understanding of your organisations? How often can a one-day event provide unknown opportunities and enable you to avoid potential losses to your organisation? This unique opportunity based on years of experience in the field is now available to all.

Introduction

In every organisation, or part of an organisation, we frequently experience problems that arise between groups. Sometimes these are attributed to so-called 'personality clashes', and on other occasions, they may be attributed to 'power contests'. These are frequently ongoing and seemingly impossible conflicts that have no obvious solution. In spite of the best efforts of those concerned, and inevitably the senior managers, the conflicts continue. The truth is that most such conflicts are not personal or individual but result from group processes.

Purpose

To provide opportunities to learn about inter and intra group conflict 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 to expose 'beneath the surface' dynamics that are occurring. 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.

About the Workshop

Since the 1950's a body of knowledge has been developed concerning group processes in organisations and societies. IGO is one of the organisations with a high level of expertise in this field and is a world leader in the development of a psycho-social understanding of societies. IGO currently provide other workshops including advanced training in small group processes to clients that are already working in the field, both from the UK and from many other countries. Evaluation of this and other events is continually highly positive and results in repeat business.

This is a totally new approach to understanding group processes developed within IGO as a result of experience over a thirty-year period and is not available elsewhere. Workshops and conferences are usually held over a three, four, five day or longer duration. The one-day workshop that we are now offering is unique and producing high evaluations.

For example: *'It was a pleasure to work with people who had skills in group work, and I think that was important to my experience. We didn't have to spend hours soothing each other. Thanks for a great day'*.

With busy clients in mind, we have provided a short duration and high learning model that is easily accessible to all.

What you will gain

We do not for one moment suggest that clients who complete this one-day workshop will know everything about group processes at the end of the day. However, from the learning opportunities presented, they will experience and gain an understanding of the way that group processes (that they were previously unaware of), affect the groups and organisations of which they are a part. From this position, they will then have sufficient awareness and understanding to recognise what is happening in their organisation. In addition, they will be able to further develop their knowledge of group processes, by reading appropriate books and articles that, prior to their experience, would have been meaningless.

How it will affect your organisation

An awareness of group processes will provide clients with a greater awareness of the processes occurring in their organisations. Above all, they will become aware of matters that are creating blind spots which from an organisational perspective may result in disastrous consequences or in serious losses of both opportunities and gains. These can be tragic and costly. For example, taking the so-called 'credit crunch,' where, 'beneath the surface' processes resulted in the unconscious denial of information that if considered would have resulted in an avoidance of the massive losses incurred and a possibility of more profitable outcomes.

Why you should attend

Almost without exception, those who attend these events experience enlightenments and an understanding at a level that previously did not exist. A problem has always been the need to 'experience' group processes by being part of a group that explores the behaviour of the group as it happens. Without such experience, it is almost impossible to gain such understanding by reading or by 'teaching'. Group processes are not something you will be 'taught' at Business School. Few, at a management level, have this knowledge at this time. This is a rare and genuine opportunity to meet the development needs of your organisation and to avoid group processes that may prove to be disastrous.

Enquiries

Organisations experiencing difficulties regarding conflict between or in groups will benefit greatly from this workshop. To obtain advice and to discuss without commitment please contact IGO, to make an appointment.