



Listening to the Unconscious  
In Self, Groups and Society

A Workshop

8 - 11 February, 2017

Lonavala, India

Offered by  
GROUP RELATIONS INDIA  
& HID FORUM



## WHY DO WE NEED TO LISTEN TO THE UNCONSCIOUS?

“Until you make the unconscious conscious, it will direct your life and you will call it fate.” ~ C.G. Jung

At every moment of our lives, whether we're awake or asleep, there is a process that we are not conscious of, that is beneath the surface, which is termed the unconscious. We are also often not aware that our unconscious not only consists of all that we have suppressed from becoming aware of, but also contains the potential for our development.

In groups that we are a part of, we take on different roles, sometimes consciously, and more often unconsciously, depending on the context. Groups also seem to have processes or dynamics of their own, some visible and some not so apparent. This becomes more evident when groups we are in don't behave according to “plan”. Tasks don't get done as planned, people get caught up in a lot of processes that do not focus on the task, and become counterproductive. This leads to frustration, emotional turbulence, break in relationships and delays in task accomplishment.

The path to pursue change or transformation in any situation is always beset with uncertainty. We are often not aware of the deeper processes at work. We do not seem to be willing to recognize that there are unconscious processes at play. We may even wish to ignore them because surfacing these are likely to confront us with realities that we prefer not to know, notwithstanding the cost to ourselves and the organization of this 'not knowing'. Addressing them may lead us to uncomfortable questions such as “how am I behaving in the group? Do I understand how the group is affecting me in my role as leader/change agent? How can I understand my role in the group and hold the space for the group to focus on task?”

Whether we are managers, leaders, consultants or simply a member of a group, it is useful to have a sharper awareness of many aspects of what working in a group entails.





Some of these aspects are at the more conscious level such as the boundaries of task, time, physical space or territory as well as their interconnection with other boundaries such as values, relationships, resources and technology. In the process of managing these boundaries a host of unconscious “below the surface” processes also come into play such as the feelings people project on others (including one’s own feelings) and the implications these have on the way the group functions and the relationships that develop.

There are ways of becoming aware of, understanding and working with unconscious processes provided by pioneers in the psychoanalytic tradition such as Sigmund Freud, Melanie Klein, Carl Jung, and Wilfred Bion, which will be used in the workshop. The tradition of work on the unconscious that is called group relations work is influenced by this as well as other streams such as systems thinking, socio-technical systems, (particularly the work of Eric Trist and A K Rice) as well as socio-analysis (work initiated by Gordon Lawrence and Alastair Bain).

Work on the unconscious and recognition of its impacts however has had an extremely long history and can be seen in thought and philosophy in the Indian sub-continent in the pre-Vedic era, the Upanishads, Buddhist and Jain philosophy and in literature on Yoga over millennia which Gouranga Chattopadhyay has introduced into group relations work.

## WHAT IS THIS WORKSHOP ABOUT?

The workshop is a learning event where we offer the opportunity to work with these frameworks in an experiential way as well as engage with some of the concepts. The idea is to learn, derive one’s own insights and apply them to one’s roles in our “back home” situations, both organisational and personal. The workshop will provide an opportunity to enhance the understanding of:

- Unconscious processes in groups and individuals and how they impact each other; &
- Exploration of the implications of the above for one’s roles in back home institutions.

## THE PRIMARY TASK OF THE WORKSHOP

By the term primary task, we mean the top most priority task of a system that gives it meaning and purpose; that which has to be engaged with meaningfully for the system to fulfil its objectives.

The primary task of this workshop is to explore and work with unconscious processes in individuals and groups through one's direct experience in the here and now, as well as working with the application of conceptual frameworks.

## METHODOLOGY

A range of learning events, such as small study groups, plenaries, review and reflection, social dreaming matrix, concept presentations and discussions, application group and yoga will be used.

For the purpose of honing their ability to apply their learnings, participating members are recommended to come prepared to work on a difficult issue that they are currently facing in any system that they're part of, to which new insights or perspectives generated in the workshop can be applied.

## FOR WHOM IS THE WORKSHOP MEANT

This workshop invites as members anyone to whom this task and methodology seems appealing. Past participants have been from development and other not-for-profit sectors, health care systems, trade unions, educational institutions, corporate organisations, students and those with no particular paid working role as well!. All that is required is to have the capacity to wonder at what emerges in the present and not get caught in one's past. This kind of learning also calls upon one's capacity to be in touch with one's feelings in the context of exploring one's experience, instead of neatly labelling them on the basis of the past, which includes cultural prescriptions and proscriptions.

## THE STAFF

The staff of the workshop will be in roles such as director, administrator and consultant. Collectively they form the management of the workshop and supervise the boundaries of task, time and territories.

**Workshop Director:** Ganesh Anantharaman

**Workshop Administrator:** Sunitha Lal

**Consultants:** Ganesh Anantharaman, Dipankar Banerjee, Rosemary Viswanath

## STAFF PROFILE

**Ganesh Anantharaman**, M. Phil. Political Science (Mumbai University); Professional Member and President (2014-16), Indian Society for Applied Behavioural Science (ISABS); Member, NTL Institute of Applied Behavioural Science, USA; Consultant, Leadership Development and Culture Building, working primarily with the corporate sector. He has been on the staff of Group Relations Conferences in India since 2003.

**Dipankar Banerjee**, Mechanical Engineer, MBA IIM Calcutta, Fellow of Sumedhas. Dipankar has more than 35 years of experience in the field of Management Development and HR. He has attended 'Group Relations Conference' (GRC) at the Tavistock Institute of Human Relations, London, and also been on the staff in many national and international GRCs. Before becoming a full-time Consultant and Executive Coach, he headed the HR Function in leading Companies like Eveready, TIL, Balmer Lawrie, Duncans Agro, ABP Group and Exide Industries. Earlier he headed the Management Development function of Dunlop. He has been a resource person in many Workshops & Development programmes in India and abroad, including IIM Ahmedabad, IIM Calcutta, ISB Hyderabad, L.B.S. National Academy of Administration, Moussourie, INSEAD, Singapore, ISISD, Sumedha, ISTD, National HRD Network and many other leading professional institutions.

**Sunitha Lal**, Masters in Labour Management; has been involved with various corporates in multiple capacities working in the space of transformation, change management, structure alignment and organization development; passionate in continuing to explore and learn around unconscious processes to enable change and transformation; she

has attended Group Relations Conferences (GRC) and workshop on Listening to the Unconscious and currently part of a study group by GRI; She deeply introspects and blogs on subjects as diverse as politics to philosophy.

**Rosemary Viswanath**, B.Sc. (Hons) Mathematics (St Stephens College, Delhi University), P.G.D.M. (Indian Institute of Management, Bengaluru 1982-84). Rosemary's professional identity is primarily of a process consultant with a deep commitment to the development sector and issues of human dignity, human rights and the sustainability of this planet. Leadership and strategy are the two areas that energize her in her work with a wide range of systems. She is the Managing Trustee of Group Relations India, and Director, Learning Network, an Organisation Change Consultancy. She is also Professional Member, Indian Society for Applied Behavioural Science. She has been involved since 1989 as staff and Director of several Group Relations Conferences and related workshops in India sponsored by a range of institutions. She also has extensive international experience in group relations work with the Grubb Institute in the UK, IFSI France, Praxis International, France; Group Relations Nederland, the Netherlands; University of Utrecht, the Netherlands, The Tavistock Institute, UK and OFEK, Israel.

## ADMINISTRATIVE DETAILS

**Venue:** Hotel Lion's Den, Tungarli Lake Road, Lonavala 410403 Maharashtra.

**Website:** lionsdenhotel.com (for details about the venue and its location)

Detailed information on how to reach the venue and other joining information will be sent to members on confirmation of their applications

**Dates:** February 8th-11th, 2017

**Timings /Registration:** Registration of members to the workshop is from 0900 to 1015 hours and the workshop will open with a Plenary at 1030 hours on February 8, 2017 and end at 1615 hours on February 11, 2017.

**Fee:** The workshop fee of Rs. 30,000/- plus Service Tax @ 15% (Rs. 4500/-) is payable. Early Bird Fee for those paying the full fee by January 6, 2017 is 27,000 /- plus 15% service tax (Rs. 4050/-).



## **Bursaries**

GRI and HIDF are organisations committed to ensuring that group relations work is accessible to a wide membership – which has enabled people from a range of economic and work sectors and representing many other important diversities to attend. The diversity of members has been the hallmark of our programmes in the last many years and been a critical factor in the depth and richness of the learning as well.

We are particularly committed to make these opportunities available to those in the social justice and development sectors. **A few bursaries are available for participants from small under-resourced NGOs or community based organisations and movements.**

The bursary fund is also supported by contributions from well-wishers of the sponsoring organisations. Those applying for bursary may please mention in writing the justification for their application and the amount of bursary they seek. We will revert to you on the amount we can offer based on the total number of requests made and the relative merits of the case.

## **How to Apply**

Applications will be accepted on a first-come first-served basis. Applications are not automatically accepted and your place will be confirmed by us only on receipt of both the application form and the workshop fee. You can fill out our application form [here](#) and effect a bank transfer of the fees. You may write to us at [grouprelationsindia@gmail.com](mailto:grouprelationsindia@gmail.com) if you have any enquiries.

**Last date to avail the Early Bird Fee: January 6, 2017**

**Last date for bursary requests: January 13, 2017**

**Last date for all other applications: January 25, 2017**

***Please Note:** We suggest that if you are living through particular personal difficulties or stress you consider postponing your participation as the workshop is designed as a learning environment and is not a substitute for personal psychotherapy or counselling.*

**Refund policy:** Refund after deducting 25% towards administrative expense will be made to those who withdraw before January 30, 2017. For withdrawals made after that date, refund would not be possible.

We prefer payments to be made by bank transfer and intimation sent to us via email. Alternatively applicants may deposit cheques in local branch of HDFC Bank in GRI's account. The application should contain details of the payment made.

**The bank details are as follows:**

**Account Name:** Group Relations India

**Account Number:** 50200002769010

**Type:** TASC Current Account

**Bank/Branch:** HDFC Bank, Indira Nagar 100 ft Road (Branch No 1755), Bangalore, India  
IFS Code HDFC0001755

Do send us transfer details by email to enable us to track your transfer. If not via electronic transfer, we request you to drop a cheque in our favour, mentioning our account details, at an HDFC branch near you and send us the cheque details for tracking your payment.



## ABOUT THE SPONSORING ORGANIZATIONS



### **Group Relations India (GRI):**

GRI promotes experiential learning of individual, group and organizational processes. It uses system psychodynamic and socio-analysis approaches which pay particular attention to unconscious processes and group dynamics. Group Relations India offers a variety of educational programs and workshops for the enhancement of skills and competencies in this area. It also networks with like-minded professional bodies and organizations to further this aim. [www.grouprelationsindia.org](http://www.grouprelationsindia.org) | [grouprelationsindia@gmail.com](mailto:grouprelationsindia@gmail.com)



**Human and Institutional Development Forum (HIDF):** Founded in March 2000, HID Forum works towards developing and strengthening Human and Institutional Development capacities in individuals and organisations who work to empowering disadvantaged communities. The key strategies of HIDF are a) Facilitating Organisational change through accompaniment b) Building competencies of individuals in their role as change agents and c) Research, knowledge-building and dissemination. The Forum offers, among other programmes, Group Relations Conferences (GRCs) and workshops to enhance the awareness and competencies to understand unconscious process at self and organizational levels. [www.hidforum.org](http://www.hidforum.org)



