

## Centre for Socio-Analysis



*Brian McMin 1973*

### A Training Program

#### “Taking up the Consultant Role in Organisational Dreaming”

*What is the state of mind that needs cultivation?*

#### **Introduction**

Since 1989 there have been various dream sharing Programs and Conferences in Australia (See Brief History on p.6). However there has not been a formal training program to assist in taking up the consultant role.

This Program seeks to fill that gap through combining Workshop experience<sup>1</sup> and learning using an apprenticeship model, with project experience and supervision.

The Program starts with a 2 day Workshop, 29 -30 October, 2009. Following the Workshop members develop and carry out an organisational dreaming project which is supervised by one of the Program consultants. There is a 1 day Workshop on February 18, 2010 to review progress and learning, and a concluding 1 day Workshop on June 24.

The Program is part of the Professional Development Programs organized by the Centre for Socio-Analysis for practitioners who wish to use the socio-analytic approach in their work as managers, consultants and professionals; some of whom may wish to become socio-analysts.

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<sup>1</sup> Includes Organisational Dreaming Matrix, exploring the nature of dreams, working as a Co-Consultant with the Program Consultants, developing dreaming projects, reading discussion, seminars, and reflection.

## Aim

**“To develop one’s capacity to work as an Organisational Dreaming Consultant”.**

## Membership

Membership of the Program is limited to those who have had experience of sharing dreams, associations, and connections through programs run by the Centre for Socio-Analysis, AISA, or similar organisations.

There are 10 places available.



James Henry Nixon. *The Tempest*. Watercolour.

### Prospero:

We are such stuff  
As dreams are made on; and our little life  
Is rounded with a sleep.

*The Tempest Act 4, scene 1, 148–158*

## Program

### 1. Workshop, 29 – 30 October, 2009

The Workshop consists of:

1. Four sessions of Organisational Dreaming Matrix. For three sessions members will work as Co-Consultants with one of the Program Consultants.
2. Four Quickening sessions.
3. Exploration of the Nature of Dreams.
4. Seminars on Organisational Dreaming and the Consultant Role.
5. Development of Organisational Dreaming projects.
6. Reading Discussion. (This continues throughout the Program on a dedicated Website.)
7. Plenaries, and Reflection

### 2. Supervision

The Program Consultants assist members to develop and carry out organisational dreaming projects. Members choose the Program Consultant they wish to work with. There are 8 one hour supervision sessions available for each member of the Program.

For interstate participants supervision sessions could be by phone or Skype.

### **3. Workshops: February 18 and June 24**

These two Workshops will be designed on the basis of the learning from the first part of the Program. They are likely to include: an Organisational Dreaming Matrix with further possibilities for members to work as Co-Consultants with a Program Consultant, project presentations and discussion, Seminar, Reading discussion, Plenaries and Reflection.

### **Workshop Program 29 – 30 October, 2009**

#### **Thursday 29<sup>th</sup> October**

<b>9.00 – 9.30</b>	<b>Plenary</b>
<b>9.35 – 10.35</b>	<b>Organisational Dreaming Matrix (1)</b>
<b>10.35 – 10.50</b>	<b>Quickening</b>
<b>10.50 - 11.20</b>	<b>Break</b>
<b>11.20 - 12.45</b>	<b>Exploring the Nature of Dreams</b>
<b>12.45 – 2.00</b>	<b>Lunch</b>
<b>2.00 - 3.00</b>	<b>Seminar (1)</b>
<b>3.00 - 4.00</b>	<b>Project Development</b>
<b>4.00 - 4.15</b>	<b>Break</b>
<b>4.15 – 5.15</b>	<b>Organisational Dreaming Matrix (2)</b>
<b>5.15 - 5.30pm</b>	<b>Quickening</b>

#### **Friday 30<sup>th</sup> October**

<b>9.00 – 9.15</b>	<b>Plenary</b>
<b>9.20 – 10.20</b>	<b>Organisational Dreaming Matrix (3)</b>
<b>10.20 – 10.35</b>	<b>Quickening</b>
<b>10.35 - 10.55</b>	<b>Break</b>
<b>10.55 - 12.30</b>	<b>Project Development</b>
<b>12.30 – 1.45</b>	<b>Lunch</b>
<b>1.45 - 2.45</b>	<b>Seminar (2)</b>
<b>2.45 - 3.00</b>	<b>Break</b>
<b>3.00 - 4.00</b>	<b>Reading Discussion</b>
<b>4.00 – 5.00</b>	<b>Organisational Dreaming Matrix (4)</b>
<b>5.00 - 5.15</b>	<b>Quickening</b>
<b>5.15 - 5.30pm</b>	<b>Plenary</b>

## Events

### 1 Plenaries

The Workshop will begin with personal introductions, followed by an introduction to the Program as a whole, the thinking behind it, an overview of the Workshop Events, and the Consultants role. There will be an opportunity to share expectations about the Program and the experience of joining.

There is a short Plenary at the start of the second day for gathering, and reflection. There is a Plenary at the end of the second day to reflect on the experience and learning from the Workshop.

### 2. Organisational Dreaming Matrix and Quickening

There are four one hour Organisational Dreaming Matrix<sup>2</sup> sessions during the Workshop. The aim is to provide a space for Members to share dreams, to make associations to one's own, and others' dreams, and to make connections between dreams. The focus is not on the meaning of the dream for the dreamer (that is up to each individual), but using the dreams as a currency to develop shared meanings and connectedness among the Group.

The organisational container for the dreaming is this Program.

The word "Matrix" is used deliberately as it comes from Latin meaning "uterus". What may be grown in the Organisational Dreaming Matrix is explored during a Quickening session after each Matrix.

The Task of the Dreaming Matrix is "To offer dreams, make associations to the dreams, and to make connections between the dreams".

The Consultants to the first Matrix are Alastair Bain and Peter Hetrelezis. At the second, third and fourth sessions a member of the Program will work with one of the Program Consultants as Co-Consultant. Further opportunities for working as a Co-Consultant will be available during the second and third Workshops.

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<sup>2</sup> For descriptions of Organisational and Social Dreaming see Alastair Bain, "**Social Dreaming and Organisations: The Potential**". Presentation. AISA Seminar Day, 2 July, 1994. Alastair Bain, "**Organisational Dreaming**", PACAWA Newsletter, February, 2006, No. 35 Alastair Bain, "**The Organisation Containing and Being Contained by Dreams: The Organisation as a Container for Dreams (1)**" In *Infinite Possibilities of Social Dreaming* edited by W. Gordon Lawrence, Karnacs, London, 2007

All three articles can be downloaded from the Centre for Socio-Analysis Website: [www.acsa.net.au](http://www.acsa.net.au) under Articles.

### **3. Exploring the Nature of Dreams**

This Event provides opportunities to explore the nature of dreams – personal, organisational, social, cosmic – through drawings and discussion.

### **4. Organisational Dreaming Projects**

Each member of the Program will be expected to develop and carry out an Organisational Dreaming Project during the Program. There are two sessions during the Workshop for the development of projects, and for those already carrying out projects, to discuss progress. Projects may be carried out on one's own or in pairs or trios.

Projects will be supervised by one of the Program Consultants, and discussed at the two following Workshops.

### **5. Seminars**

There are two Seminars during the Workshop to explore Organisational Dreaming and the Consultant Role. The Seminars will be led by the Program Consultants.

### **6. Reading Discussion**

Prior to the Workshop an article will be circulated for discussion during the Workshop. Throughout the Program articles will also be posted on a dedicated Website for reading and discussion.

## **Arrangements**

The Workshops take place at 64 Carlton Street, Carlton, Victoria 3053. Carlton Street runs between Rathdowne and Nicholson Streets and is adjacent to Carlton Gardens. There is all day parking at the Museum car park, and locally 2 – 4 hour parking.

Tea and coffee will be provided before the start of the Workshops from 8.45am, and with fruit and light food throughout the Workshops. Members make their own arrangements for lunch. Lygon Street and Brunswick Streets are close by.

## **Fee**

The fee for the Program – Workshops: 29 / 30 October, 2009, 18 February, 2010, 24 June, 2010 and supervision – inclusive of tuition, articles, tea, coffee, and light refreshments is \$2200 + GST \$220 = \$2420.

The fee is to accompany the application form, unless other payment arrangements have been negotiated. It will be refunded less \$100 in case of withdrawal before 15<sup>th</sup> October, 2009. After 15<sup>th</sup> October the refund will be for half the fee. There are no refunds once the Program has begun.

## **Consultants**

**Alastair Bain** B.Sc. (Econ.) Hons (London), M.A. (Chicago)

*Alastair Bain is a socio-analyst. He has a major work interest in exploring the nature of dreams, and the use of dreams in organisational consultancy, action learning, organisational role analysis, conferences, and training programs. Recent projects Alastair has directed where dreaming has been used include AISA's "Authority for Spirituality" Conference (2000), the International Group Relations Conference on the theme of primary spirit and primary task (2002), organisational consultancy with the Brotherhood of St. Laurence (2003), an exploration of "Transitions" (Point Lonsdale Conference 2005), an exploration of the building of Communities through "Mallacoota Dreaming Conferences" (2003 and 2004), "Gender and Authority" Workshop in Hyderabad sponsored by Chindu and supported by the Australia India Council (2005), Consultant Role Analysis Training Program (2006), organisational consultancy with the Telstra Transformation Team (2007). Alastair's articles on Organisational Dreaming are included in the Short Bibliography section of this brochure.*

**Peter Hetrelezis** B.A. (La Trobe)

*Peter first experienced Shared Dreaming in 1989 and has maintained a passion for this way of working. He has worked as a manager in prison reform and juvenile justice and has a vital interest in organizational dynamics and authority. He is writing on experiences of 'authority for meaning' that have grown out of shared dreaming groups, workshops, conferences, training and institutional and organizational roles. He is currently working as a part time builder and a consultant with the Centre for Socio-Analysis.*

## **Brief History of Social and Organisational Dreaming in Australia**

The first Social Dreaming Conference in Australia was held in Melbourne in 1989, and directed by Gordon Lawrence, the "rediscoverer" of social dreaming. The Conference was sponsored by the Australian Institute of Socio-Analysis (AISA).

During the 1990s Social Dreaming developed through a weekly Matrix that ran for 6 years; the integration of Social Dreaming in AISA's "Authority for Faith" and "Lorne" Conferences; in socio-analytic training programs and Workshops in Sydney, Melbourne and Perth; and through organisational consultancy projects. Social Dreaming formed part of the International Group Relations and Scientific Conference sponsored by AISA in 1993 on the theme "Exploring Global Social Dynamics",

During the current decade Social Dreaming has been used in the International Group Relations Conference in 2002 exploring "Primary Spirit", the "Mallacoota Dreaming" Conferences in 2002, 2003, and 2004, and the Point Lonsdale Conference in 2005 "From Fear to Creativity"

Alastair Bain has been interested in Organisational Dreaming, and dream sensitivities to task and organisational containers, since the 1990s. These ideas have been used in organisational consultancy projects, a “Gender and Authority” Workshop in India in 2005, the Consultant Role Analysis Training Program in 2006, Bion Reading Groups, in person and online, and in the Dream Sharing Program started by Alastair Bain and Peter Hetrelezis in 2008, which led to the “Heart of Dreaming” Conference in Utopia, N.T., 16 – 20 September, 2009

## Centre for Socio-Analysis

*The Centre for Socio-Analysis was founded in 2004 in Victoria. The Centre develops socio-analytic<sup>3</sup> ideas and methods pioneered at the Tavistock Institute in London, at the Australian Institute of Socio-Analysis, and by other organisations and practitioners who work in the socio-analytic tradition pioneered by Wilfred Bion.*

*The Centre formally defines its primary task as: “To increase human capacities through socio-analysis”.*

*The Centre for Socio-Analysis is concerned to explore new forms of community, and organisation for our society; ways of being together, and working together, that engender the expression of human spirit, and the growth of our capacities*

*For a description of the Centre’s activities see [www.acsa.net.au](http://www.acsa.net.au)*

## Short Bibliography

Alastair Bain, “**Social Dreaming and Organisations: The Potential**”. Presentation. AISA Seminar Day, 2 July, 1994. (Available at [www.acsa.net.au](http://www.acsa.net.au) under Articles)

Alastair Bain, “**Not Two and Not One**” in *Experiences in Social Dreaming*, Ed. W. Gordon Lawrence, Karnac, London and New York, 2003.

Alastair Bain, “**Organisational Dreaming**”, PACAWA Newsletter, February, 2006, No. 35 (Available at [www.acsa.net.au](http://www.acsa.net.au) under Articles)

Alastair Bain, “**The Organisation Containing and Being Contained by Dreams: The Organisation as a Container for Dreams (1)**” In *Infinite Possibilities of Social Dreaming* edited by W. Gordon Lawrence, Karnacs, London, 2007. (Available at [www.acsa.net.au](http://www.acsa.net.au) under Articles)

Alastair Bain and Joshua Bain “**A Note on Primary Spirit**”, *Socio-Analysis*, Vol 4, 2002. (Available [www.acsa.net.au](http://www.acsa.net.au) under Articles)

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<sup>3</sup> Socio-Analysis is “the activity of exploration, consultancy, and action research which combines and synthesises methodologies and theories, derived from psycho-analysis, group relations, social systems thinking, organisation behaviour, and social dreaming” (Bain, 1999). For a description of socio-analysis, and its history, see the article in Wikipedia: <http://en.wikipedia.org/wiki/Socio-Analysis>

W. Gordon Lawrence (Ed.) **Social Dreaming @ Work**, Karnac Books, London, 1998.

Gordon Lawrence (Ed.) **Experiences in Social Dreaming**, Karnac Books, London, 2003

W. Gordon Lawrence (Ed.) **Infinite Possibilities in Social Dreaming**, Karnacs, London, 2007

Larry Osborne “**On Presence**” (Unpublished)

Suzanne Leigh Ross “**The Science, Spirit, Chaos, and Order of Social Dreaming**” in *Experiences in Social Dreaming*, Ed. W. Gordon Lawrence, Karnac, London and New York, 2003.

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