

Centre for Socio-Analysis



Brian McMinn 1973

Professional Development Program

“Exploring the Integration of a Socio-Analytic Role In One’s Practice”

August 3, 2009

September 7

October 5

November 2

December 7

February 1, 2010

**All 6 Sessions are on Mondays, 8.30 – 12.30pm, at 64 Carlton Street,
Carlton, 3053**

This Program is for consultants, managers, and professionals who realize the value of socio-analysis¹, and who wish to grow and nurture aspects of the socio-analytic role within their own practice. Some members may wish to become socio-analysts. The Program is based around exploring and learning a “language of achievement”² with a small group of practitioners.

¹ For a description and history of socio-analysis see <http://en.wikipedia.org/wiki/Socio-Analysis>

² See Bion W.R. “Attention and Interpretation” for discussions of this concept, and also quoting Keats: 'I had not a dispute but a disquisition with Dilke on various subjects; several things dove-tailed in my mind, and at once it struck me what quality went to form a Man of Achievement, especially in Literature, and which Shakespeare possessed so enormously - I mean Negative Capability, that is, when a man is capable of being in. uncertainties, mysteries, doubts, without any irritable reaching after fact and reason' - John Keats, 'Letter to George and Thomas Keats', 21 December 1817.

Often people feel after socio-analytic programs that while they may have learned a great deal they are “left holding the baby”. This Program is designed to provide a container for continuing engagement with the ideas and practice of socio-analysis, within a socio-analytic community.

Program Aims

- 1. To explore and integrate a socio-analytic role within my practice as a, consultant, manager, or professional.**
- 2. To provide further ongoing opportunities for socio-analytic learning and transformation.**

Membership

Members will have had some experience of socio-analytic programs such as the “Consulting in the Now” Workshop, Organisational Role Analysis, Consultant Role Analysis Training Program, Group Relations Conference, and Organisational Dreaming.

This experience may have been gained through Programs run by the Centre for Socio-Analysis, or other organisations working in the socio-analytic tradition.

It is limited to 10 members.

Program Design

There are five experiential elements to the Program:

1. Organisational Dreaming Matrix and Quickening
2. Study Group and discussion of dynamics
3. Consultancy Skills Groups
4. Reflection
5. Individual Mentor sessions.

These Events all require working in the “here and now”, the “present”, which is the essence of the socio-analytic approach.

There will also be a Reading and Discussion element in the Program.

Events

1. Organisational Dreaming Matrix and Quickening

The task of the Organisational Dreaming Matrix is to offer dreams, and make associations, and connections, to the dreams. As the dreaming takes place within the container of the Program the dreams are likely to illuminate issues about the Program and its task concerning integrating the socio-analytic approach in one’s work. The Organisational Dreaming Matrix draws on the creative aspects of our lives, how we can make meaning with others, and play in the service of work.

The word “Matrix” is used deliberately as it comes from Latin meaning “uterus”. What may be grown in the Dreaming Matrix?

Each session of the Program will begin³ with a Dream Matrix session of 30 minutes. These sessions are followed by a 10 minute exploration of emerging themes – Quickening. There are 6 Organisational Dreaming Matrix sessions, and Quickening sessions during the Program.

The Consultant task is to hold the time and task boundaries and to make connections between the dreams.

2. Study Group

All members together with one or two consultants meet with the task “To study the behaviour of the group as it occurs”. There are six Study Group sessions of 30 minutes during the Program. Each Study Group is followed by 10 minutes reflection on the dynamics.

3. Reading and Discussion

At each session two articles, or book chapters concerning group relations, consultancy and action research, the role of socio-analytic consultant, socio-analytic theory and methodology, will be assigned for discussion on a Collective X Website (dedicated to the Program) and at the following session. There is a particular emphasis on applying learning to one’s role.

The texts we will explore will be on subjects suggested by participants, such as transference and boundaries, and will also draw on classic articles and books in socio-analytic literature. Authors are likely to include David Armstrong, Gordon Lawrence, Wilfred Bion, Isabel Menzies Lyth and Alastair Bain.

4. Consultancy Skills Groups

Consultancy Skills Groups will be used for the exploration of issues, problems and opportunities arising in one’s role. Consultancy Skills Groups provide opportunities for members to take up the Client role, the Consultant role, and gain observational and feedback experience.

Roles are rotated at each Consultancy Skills Group Session.

Members will be encouraged to develop and try out socio-analytic methods as they take up their usual roles.

There will be six x 75 minute Consultancy Skills Group sessions during the Program.

³ Following a Plenary in the first session.

5. Reflection

Each session will conclude with 15 minutes reflection on the experience.

6. Mentor Sessions

There are three individual mentoring sessions members can take up during the Program with an experienced socio-analytic Consultant of their choice. Mentoring sessions are optional.

Timetable – Typical

8.30 – 9.00am	Organisational Dreaming Matrix
9.00 – 9.10	Quickening
9.10 – 9.20	Break
9.20 – 9.50	Study Group
9.50 – 10.00	Study Group Dynamics
10.00 – 10.15	Break
10.15 – 10.50	Reading Discussion
10.50 – 11.00	Break
11.00 - 12.15	Consultancy Skills Group
12.15 – 12.30	Reflection

Administration

The Workshop takes 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.

Fee

The fee for the Program including tuition, photocopied articles, tea, coffee, and biscuits is \$1620 + GST \$162 = \$1782.

The fee without the optional mentoring sessions is \$1260 + GST \$126 = \$1386

The full fee is to accompany the application form. Other arrangements, such as paying on a monthly basis are negotiable with the Program Director – Alastair Bain. The fee will be refunded less \$100 in case of withdrawal before August 3. There are no refunds once the Workshop has begun.

Consultants

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

Alastair Bain is a socio-analyst. He trained and was a Consultant at the Tavistock Institute in London, 1968 – 1983, before returning to Australia to help found the Australian Institute of Socio-Analysis (AISA) in 1983. He was Director of AISA, 1983 – 2003, during which time he helped establish group relations work, and socio-analytic training, consultancy and action research in Australia. He was Director of the Socio-Analytic Fellowship Program - a 3 year Training Program leading to qualification as a socio-analyst. He gave the discipline of “socio-analysis” its name.

Alastair was a Senior Lecturer in the Department of Psychological Medicine at Monash University, 1986 – 1998.

He has worked in Australia, U.K., Europe, U.S., and more recently India. Since 2004 Alastair has been a Director of the Centre for Socio-Analysis. He is a Member of International Society for the Psychoanalytic Study of Organisations, and the Tavistock Institute Association. He has published extensively. See Articles at www.acsa.net.au

Christopher Falkingham

Christopher Falkingham is a Chartered Accountant and CPA. He is a director of the Centre for Socio-Analysis Pty Ltd (CSA) and a partner in an accounting practice Balance Corporation Pty Ltd.

Christopher is an accountant and socio-analyst. He did three years training in the Socio-Analytic Fellowship Program at the Australian Institute of Socio-Analysis (AISA) from 2001 to 2003 and has since been involved in the evolution of socio-analysis from 2004 to now in work undertaken by the CSA. He has worked as an organiser and participant of two Social Dreaming Conferences at Mallacoota and been involved in workshops, reading group and regular management meetings. He has presented at two exploration meetings on the meaning of money in organisations and the meaning of social dreaming. He has worked as a consultant on the Brotherhood of St. Laurence and Victorian Police projects.

Centre for Socio-Analysis

Founded in 2004 in Melbourne, the Centre for Socio-Analysis (CSA) develops socio-analytic 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. It does this through consultancy, action research, action learning, socio-analytic programs for professional development and training, conferences, workshops, exploration meetings, public presentations, and publication. See Website www.acsa.net.au.

What is the psychological truth for an individual, group, organisation, or other social system? How may this best be brought to light as a means for creative transformation and

growth? Socio-analysis is grounded in wonder and exploration, and it seeks to illuminate and express the interplay of wonder and knowledge in creating new realities.

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

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

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