

Session 1 – Group as a complex system. Group dimensions and dynamics. The emotional dimension as a key element.

Mamen Cuéllar Padilla
Cordoba University

Agenda

- 1. The pillars of a group
- 2. The four spaces/dimensions of a group
- 3. Working with diversity in the organizations: what are roles and what do they teach us?

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The triangle: three pillars of a group

The most complex part

People

*There is always process,
even if sometimes it is
unconscious or chaotic*



*The most visible part
of the group*

Objectives

Processes

*The way in which the group
work is carried out to achieve
the objectives*

Important issues related to the triangle

The proper functioning of a group depends on both:

- a. the achievement of its objectives and realization of its collective vision, and
- b. the creation of a relational climate based on trust and a fluid, empathetic and honest communication.

This is guaranteed by:

- Supporting that all the "voices" of the group have their space, are heard and appreciated.

And this is a matter of tools, techniques and skills to ensure that we take care of this

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The square: the 4 important spaces in the group

The mind is prioritized.
In our culture, this is the only space that has achieved the necessary recognition that allows it to be present in all groups

Decision-making

Tools: Meetings, assemblies

Emotional management

Tools: Forums

Creative inquiry

Tools: Social technologies

Cohesion

Tools: Celebration, connection

The heart is prioritized
Uncovering the driving forces acting in the group

We share from group wholeness
Recognition of collective success

We welcome collective knowledge

Example of some techniques and how they relate to the square

CREATIVE INQUIRY

- World café <http://www.theworldcafe.com/key-concepts-resources/world-cafe-method/>
- Open space <http://openspaceworld.org/wp2/explore/>

EMOTIONAL

- Forum-ZEGG <http://www.zegg-forum.org/en/>
- Open forums <http://processworkhub.gr/en/open-forums.htm>



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Working with diversity in the organizations: what are roles and what do they teach us?

Description of some roles (1/2)

- **Initiator:** Presents initiatives, proposes ideas and sustains them.
- **Opponent:** Evaluates, criticizes and, if necessary, opposes the initiator's proposals.
- **Follower:** Accepts others' ideas, supports everybody.
- **Informer:** Searches and provides objective information, useful for the group.
- **Creative:** It provides creative ideas to solve group problems and reduce tension in case of conflict.

Roles are more than people and people are more than roles.

Working with diversity in the organizations: what are roles and what do they teach us?

Description of some roles (2/2)

- **Facilitator:** Takes care of the group process.
- **Animator:** It brings energy and encouragement to the group, valuing and celebrating achievements and interventions.
- **Carer:** Worries about the emotional health of the group members.
- **Other roles:** coordinator, organizer, expert in procedures and technical matters, the one who takes notes (photos, videos, etc.) and keeps track of the group's progress, etc.

Roles are more or less explicit, but they all usually take place.

The terrorist as a role (Process Work)

Sources: Arnold Mindell: Sitting in the fire / Alexandra Vassiliou: listen or die

Terrorists exist in every group, **it is a group interaction.**

Related to **rank and revenge**: based on the feeling of being treated unfairly.

Process work sees it as the expression of a type of **spiritual rank** that wants to counteract social injustice.

Aim: **to make evident the differences** that the group does not know how to recognize.

Want the majority to assume their responsibility in social change.

People with privileges generally get angry with this role or consider themselves innocent victims.

How to detect it?

Double signals:

- **Early signs:** passivity (incredulity, anxiety, retreat, daze).
Examples: avoiding a conversation, being late to work, being absent...
- **Later on:** formation of coalitions against oppressors

Exercise

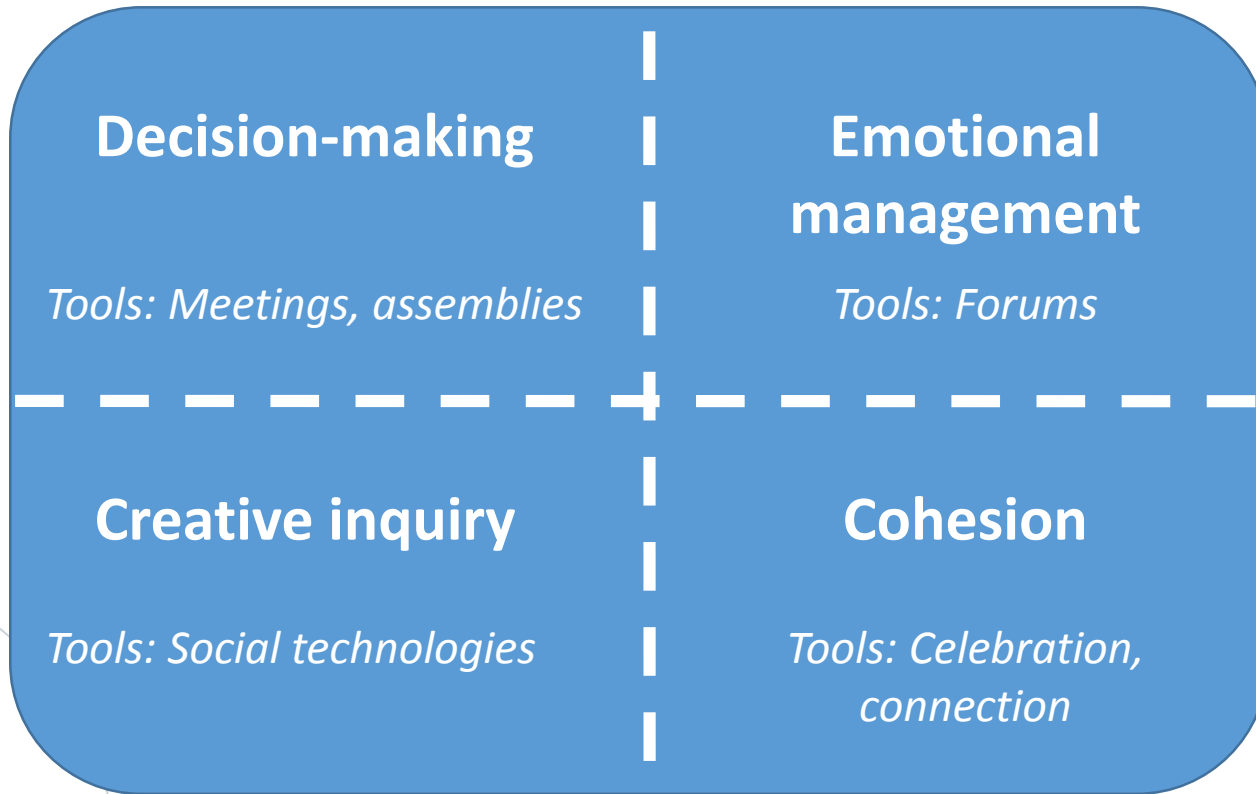
Reflections to bring to the next on line session



- **First:** Think about specific moments of your organizations where you have successfully engaged each one of the four different spaces and how you did it. Use the questionnaire to help you in this reflection exercise.
- **Second:** Reflect and share on the spaces you dedicate more time and less time in your organizations

Tool to be used in the exercise

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Bringing Organisations & Network Development
to higher levels in the Farming sector in Europe



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Questions?

Thank You for Your Attention!