

The Art of Participatory Leadership in groups and Teams: Leading others and leading yourself

A 2-day Introduction to the concept of Participatory Leadership from Theme-Centered Interaction (TCI)

July 17 and 18, 2013, 09:00am – 12:30pm and from 1:30 – 5:00pm

Instructors: Annemieke Algra, Netherlands, certified teacher TCI - International and in her own company teaching leadership programs

2nd teacher: Mical Sikkema, USA/Netherlands

Fee: \$250 –

Early Bird Discounted Fee \$200 if registered by June 17, 2013 (Discount code: TCI)

Scholarships available to help defray some of the costs of attending. Please inquire with Dr.

Krycka, MAP Director (krycka@seattleu.edu)

Regular registration after June 17, 2013 \$250

Course Size limited to 16 participants.

Registration: Brownpaper Tickets <http://www.brownpapertickets.com/event/392833>

More Information: eppsysc@seattleu.edu

Sponsored by Seattle University, Master of Arts in Psychology Program

TCI (Theme Centered Interaction) for leaders:

By using participatory leadership in your team or (work)groups, you stimulate the cooperation and collaboration needed between group members to work on and complete the task, while simultaneously creating a working climate in which everyone takes responsibility for both him / herself as well as for the task at hand.

Introduction:

Theme-centered interaction (TCI) is a method of working with groups and teams in which the dynamic balancing of four aspects of any situation - the "I's", the "We", the "Globe" (or context) and the "Task" – make constructive action and progress possible.

The participatory leader of a group faces the challenge of leading group members while also participating him/herself, and thus taking part as a leader. This also means that he/she is a part of the whole and cannot take up a position on the outside of the group. The effects of this participatory leadership are that the group achieves its goals, that there is equality in the collaborative relationships between group members and that each person develops him/herself both at a personal and at a professional level.

Rooted in psychoanalytic and humanistic psychology, Ruth Cohn's method stimulates group members' self-leadership and invites them to actively collaborate with each other. Through open communication and exploration group members discover and make choices about what they can contribute to others in the group as well as to completion of the task, each from out of his or her own uniqueness as an individual. In this 2day-course we will learn how to work with groups experientially, by working as a group together.

Objectives:

Participants in this 2day course will be introduced to Theme-Centered Interaction (TCI)

- Didactically, by learning the basics of TCI, including the system, values and methodological frame of reference that form its foundation.
- Experientially, by being engaged in group processes, as well as by observing and reflecting upon them,
- By developing awareness of what good group leadership is
- By developing their potential for self-leadership and for leading others in teams and groups

Method:

In this 2day course we will focus on the art of participatory leadership. Participants will learn how participatory leadership contributes to everyone's learning in a lively and intensive way. There will be the opportunity to exercise using TCI-Themes as a co-leader in groups. And working together as a group, participants will experience how their own inner processes, along with processes at the interpersonal level, can be connected to the task.

TCI is experience and understanding, it is theory and practice. Working with TCI is, thus, experiencing and co-creating or, as Ruth Cohn said, "living learning".

Overview of Schedule:

Day 1:

A part of the first morning will be used to get to know each other and to create a climate for learning individually and as a group. There will be a theoretical introduction to TCI. The core of the afternoon is the method of TCI itself, and especially the four factor model. This model forms the basis and structure of TCI. By getting to know it and use it, the leader learns how to reflect upon what one experiences and observes, how to analyse and how to intervene in a team / group and, thus support, stimulate and lead the dynamic process as it unfolds. This will also include acquainting ourselves with the use of a TCI-theme as a co-leader in team / group development and we will be using the cases brought in by participants.

Day 2:

Central to this day is the TCI concept of participatory leadership. This concept offers a methodological hand-grip for the leader of a team / group and the way in which he or she stimulates team- and group development, also focusing on stimulating each group member's sense of shared responsibility in what happens in the group.

Further on this day we focus on the two leading postulates of TCI: to be your own leader and that disturbances, or powerful events in a group, always take precedence. These two postulates are very important for the development of leadership – both ones self-leadership and ones leadership of a group of others.

Theory and practice will go hand in hand this day.

At the end of day 2 together we will make a methodological reflection of our 2 day work with TCI. We will reflect upon how we understand what has happened in the "here and now" as well as which aspects of the TCI system made development possible for both the individual participants as well as the group as a whole.

The importance of experiential group learning:

During this 2 day course, we will be using the group that we form together to observe, reflect on and learn from the processes that unfold within and between us. We will alternate continually between the theoretical framework and understanding of TCI and the actual process of "living learning," as Ruth Cohn named it, which arises within and between us, on both an individual and group level.