

SIHR

Roles, Relationships and Organisations

**18 January – 14 March 2008
9.30am - 12.30pm, Edinburgh**



A professional development course introducing a way of thinking about workplace dynamics, which enables effectiveness, motivation and satisfaction in work roles

Eligible for University of Edinburgh postgraduate module
APEL accreditation

SIHR

The Scottish Institute of Human Relations

- understanding people -



Roles, Relationships and Organisations

Overview

The importance of people and their relationships, including emotions, is acknowledged to be an essential part of organisational life and sustainable success. “Roles, Relationships and Organisations” explores self-awareness, attitude and cultures in work contexts and shows how they can both subvert or enhance understanding of work activities and their functions, roles and purposes.

A central perspective taken is that understanding work activities and relationships is not separated from self-understanding. The course links systems psychodynamic theory with participant discussion of practical contexts to explore the varied processes by which individuals engage in their activities and contribute to enabling relationships within the organisation. This course will develop an ability to think about these processes, and offer useful concepts for understanding them. It aims to increase motivation and satisfaction for both managers and managed at all levels, improve management capability, enable ethical decision making, and indicate how work-life balance can become a reality.

Who would benefit from this course?

You will be interested in this course if you know or wonder about:

- Organisations and the social systems through which their work is done
- Leadership, and the different forms it takes
- Change processes, facilitation, development and ownership
- Groups, formal and informal, hidden agendas or barriers to transparency
- Attitudes and relationships influencing motivation, effectiveness, resilience
- How work involves emotion, which affects competence, creativity, stress, capability, staff satisfaction, turnover and much, much more.
- How these effects can be for the better, or, for the worse, or changed.

There are no entry requirements, except interest in both work and relationships.

Participants who complete the course may apply to the University of Edinburgh for postgraduate APEL (Accreditation of Experiential Prior Learning) for the module Human Dynamics in Work Settings (<http://www.drps.ed.ac.uk/07-08/course.php?code=P00612>). Such accreditation is a decision of the university according to their APEL regulations. It may be granted in individual cases to those who have completed the course “Roles Relationships and Organisations” on payment of the APEL fee and completion of an assignment set by the university.

Course aims and Process

On completing the course, participants should be able to recognise various terms used in psychodynamic thinking concerning the study of groups and organisations.

- Common psychological defences: denial, projection, collusion, displacement

- Emotional processes: transference, counter-transference, anxiety, containment, security, norms, basic assumptions and work-functioning
- Application of the concepts to organisational systems: authority, leadership, power, change, creativity

Learning is at three levels, theoretical, applied and reflective. Reflective learning initiates ways of thinking from the perspective of self-understanding, and an exploration of impact on others, especially similarities and differences. Applied learning uses case studies underpinned by reflection. Theoretical concepts are introduced and questioned in the light of particular cases. Participants discuss illustrative material demonstrating everyday situations and text material available for private study. No individual will cover all areas of understanding, and the depth of learning achieved is expected to vary between individual participants.

Course numbers are limited to a maximum of 18 participants.

Course Tutors

Dr Elspeth Crawford BSc PhD - recently retired from the School of Education at Edinburgh University where she developed courses in Human Dynamics, Social Justice, Emotional Education and Counselling. She still teaches within the MSc in Management Training and Development. She has contributed to courses in SIHR over many years. She has a small private practice in psychodynamic consultancy and supervision. She has a special interest in groups, group cultures and organisational dynamics.

Anne Callander MSc - A practicing counsellor for over 10 years, both in the voluntary sector and as a private practitioner, recently managing the Staff Counselling Service at the University of Edinburgh, Anne has been involved in eight group relations conferences, and has considerable experience in delivering trainings and workshops.

Dates, times and venue

Fridays from 18 January to 14 March 2008 (with a break on 22 February), from 9.30 am to 12.30 pm, at SIHR Edinburgh.

Cost

The course costs £450.00 to include refreshments, reading material and Certificate of Completion. Cheques should be made payable to 'Scottish Institute of Human Relations'. In the event of cancellation prior to the start date a £50 administration charge will be levied.

Registration

Please complete and return the attached registration form with your course fee payment, by 3 December 2007.





The Scottish Institute of Human Relations

- *understanding people* -



Founded as an education trust in 1971, The Scottish Institute of Human Relations (SIHR) is a national resource that provides educational programmes and services. A national charity, it has premises in Edinburgh and Glasgow, with a wide network of practitioners and members.

Why choose SIHR?

Understanding human relationships is central to emotional health and well-being, but sustaining and applying that understanding in the work of promoting mental health or social well-being is very demanding. SIHR, in its role as an educational charity, develops and delivers courses and services for people who respond to such demands in their professional lives.

Our courses and services translate psychoanalytic, psychodynamic and systemic ideas into practical tools for professionals in the health service, voluntary and faith organisations, and education and social services.

The Scottish Institute of Human Relations

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