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Organisations ?

Structural Container

(Out There
- objective reality)

- As if Family
- Machine
- Bureaucracy
- System
- Computer
- Control

Process Container

(In - Between: subjective
experience)

- Symbolic Interaction
- Bounded Chaos a.
Complexity
- Process a. Unknown
- Group a. Foundation
Matrix

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ORGANISATION AND PSYCHOANALYSIS

Modern until 1980

(One to one projection
screen)

- Neurotic
- Dyadic
- Primary Task
- Role Clarification
- System with Structure
- Hierarchical and Paternalistic
- Predictable
- Controlling

Post-Modern since 1980

(Group Analytic projection
screen)

- Borderline
- Matrix
- Primary Risks
- Role Re-creation
- Chaos and Complexity
- Sibling rivalry and sub-grouping
- Uncertainty a. Unknown
- Process and flow

Group Analytic Ideas in Consultancy

Transferable

- Matrix Thinking
- Ego - Training
in Action
- Localisation
- Mirroring
- Communication Theory
- In the group, through the
group, by the group

Developmental Gain

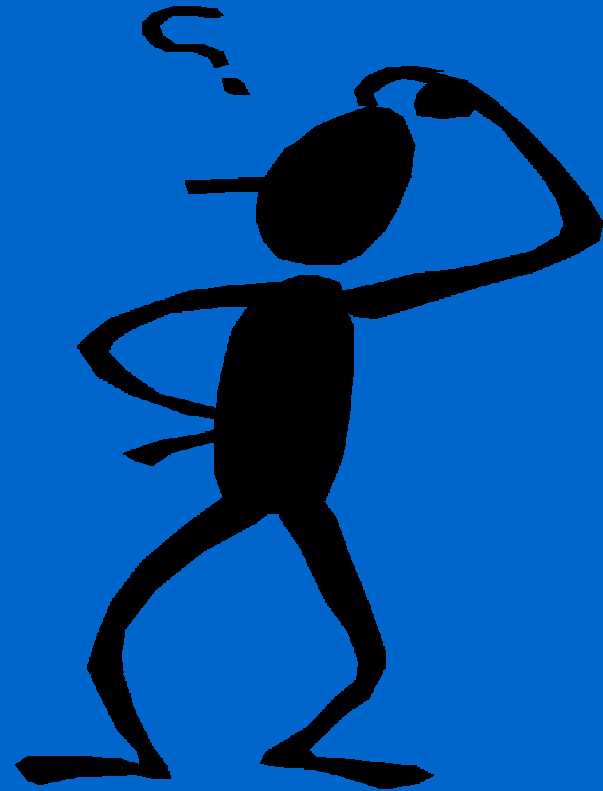
- Co - operation
- Self - Organisation a.
mastery of uncertainty
- Joint responsibility
- Interdependence
- Management a. strategy
as dialogical process
- Cutting edge and Culture
change through learning
from experience

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Group Analytic Consultant

ROLES

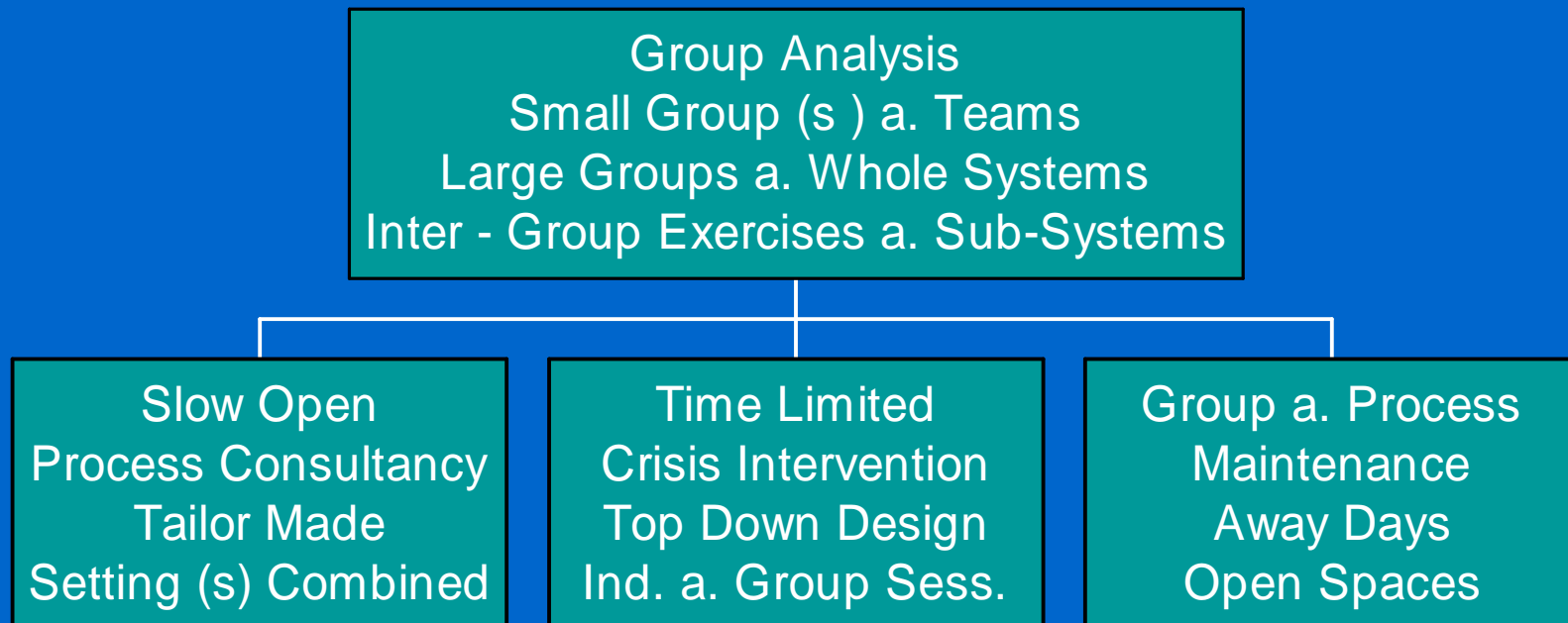
- Ethnographer
- Clinician
- Model Leader
- Container
- Transitional Object
- Joint Sense Maker
- Fool



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Group Analytic Consultancy Method

Group Analytic Methods of Intervention



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GROUP ANALYTIC CONSULTANCY

METHODOLOGY

- Ongoing
- Crisis
- Maintenance

CASE MATERIAL

- Local Authority
- Retail and Electricity
- Telecommunication
- Paper Manufacturer
- Primary Care
- Engineering

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Group Analysis in Organisations

Group Analysis
in the times

not

Out of
the times

Group Process offers:

- Transitional Space
- Thinking Container
- Training for work with the unknown
- Practice in working with bounded chaos
- Management training in action
- Realistic Culture Building
- Working with whole organisation and person