

Wisdom in Groups

- EXPERIENCE
- UNDERSTAND
- LEAD



Your Challenge

The world of work is more complex and diverse than ever: geographically dispersed teams, virtual meetings, flat hierarchies, parallel reporting structures. How can you lead in this environment? 'Tried and tested' models fail, easy answers wreak havoc, and rushed action comes with unintended consequences.

'Managing people' is one of the top challenges faced by leaders. And people have a mind of their own: they may resist change, disengage from their work, subvert authority, refuse to collaborate, get embroiled in competition or avoid conflict. In this they are often led by their own psychological needs without even being aware of it.

Managing people skillfully requires the capacity to understand what goes on 'under the surface': in others and ourselves. This capacity is developed through reflective practice – a key skill for contemporary leaders. It is the foundation of resilience in the face of adversity, agility in a fluid environment, and visionary leadership in a complex world.

Our Approach

Wisdom in Groups is an immersive 5-day experiential learning event intended for leaders and those who work with them.



Using the Double Task method developed by the Bayswater Institute we realise your capacity to identify and work with group dynamics of which you may have been unaware. We call this capacity GroupAware and recognise it as a significant contribution to personal development, professional efficiency and leadership excellence. GroupAware adds a new dimension to working together. It empowers people at all levels of the organisation and leads to higher team performance and increased organisational efficiency and effectiveness.



A narrow focus on "getting the job done" often results in sub-optimal outcomes. At Wisdom in Groups (WiG), you learn to go beyond that. You gain insights into unconscious group and team dynamics and learn how to maximise their constructive potential while minimising destructive effects. Rather than being 'sold' a simplistic model, you learn what is relevant to you, at your own pace, and immediately apply your learning to your own work situation.

- ▶ **Family, work, life!** What makes the groups you are part of 'tick'?
- ▶ **Experience** what happens 'under the surface' when people try to work together.
- ▶ **Understand** the powerful unconscious dynamics that can undermine effective collaboration.
- ▶ **Explore** your own impact and influence, build your resilience, and learn how to navigate difficult group situations.
- ▶ **Lead** differently, and better, by being GroupAware.



Simon Bell
CEO –
THE BAYSWATER
INSTITUTE

Professor Simon Bell has more than thirty years' experience in exploring the signature of groups. He has worked in over 40 countries and with over 100 organisations ranging from the United Nations and the European Union to small UK based charities. He is currently Chief Executive Officer of the Bayswater Institute in London. Much of Simon's current work relates to the identification and alleviation of fear in organisational settings.

Corinna Arndt completed her DPhil at Oxford specialising in organisational culture and the psychology of groups. As a consultant, group facilitator and leadership coach she uses a systems-psychodynamic approach and has recently been working with scientists at Cambridge, psychologists in the prison services, and senior managers at the International Institute for Management Development (IMD) in Switzerland. Corinna also works as a psychoanalyst in private practice.



Corinna Arndt
CONSULTANT

You will gain

- Deep insights into individuals, groups and teams.
- The ability to disentangle whole-group dynamics from interpersonal processes (between individuals) and your own personal experience and struggles.
- Agility as a leader (and member) of groups when negotiating dysfunctional team dynamics
- Increased psychological resilience in the workplace

For your organisation, WiG equips you to deal better with a wide range of challenges, such as dysfunctional teams, lack of cooperation and silos, unproductive conflict, low productivity, lack of trust, organisational cohesion, excessive rivalry and resistance to change.

On a personal level, WiG can be a powerful experience if you feel stuck (in a role, organisation, or your career), if you struggle with uncertainty and ambiguity in your professional role and if you want to explore new ways of leading, dealing with conflict, or taking up your authority in group situations.

Further information

For further information please visit the Bayswater Institute at: <https://www.bayswaterinst.org/leadership-development/> or telephone our office: **+44 (0)20 7229 2729**

For further information about the Double Task methods and GroupAware: <https://www.bayswaterinst.org/publications/>

For a private conversation about Wisdom in Groups, contact **Simon Bell** (CEO) simon.bell@bayswaterinst.org <https://www.bayswaterinst.org/professor-simon-bell/> or **Corinna Arndt** (consultant) corinna.arndt@bayswaterinst.org

Cost of the workshop: £2,500 for 5 days, including hotel and evening meals and £1,200 non-residential. Corporate/ discounted rates are available for multiple attendees from the same organisation.

In-house events can be more cost-effective, speak to us.