



## I INTERNATIONAL MEETING WORKSHOPS

### Workshop 1

#### *Individual and team transformation*

**Given by:** Gabriela Infer

**Description:** During the last century, deep changes in organizations were unusual and were followed by long periods of stability. It is manifest that these conditions have changed. Nowadays, individuals, teams and organizations go through strong changing periods, followed by short and short periods of relative stability. This new background implies updating the models of thinking and action, both at individual and team level.

- Practice exercise: Individual and collective motivations
- From individual to the common good: Knowing the 7 levels of consciousness (individual and team) of Richard Barrett.
- The systemic look: The effect of individual vision on collective vision.

### Workshop 2

#### *Releasing energy and potential of individuals to transform organizations*

**Given by:** María Lorente

**Description:** The workshop focuses on exploring methods for generating new, creative possibilities adjusted to context, to deal with specific and challenging situations for participants, from the individual level and from the team level.

We will take as starting point an interesting/challenging (professional) matter that participants would like to solve, deal with or better understand. We will learn to generate energy and engagement. We will experience language transcendence and whole listening. From listen (at different levels) to being truly listened (the best present someone can give us). We will discover richness and quality of new open possibilities which let us deal with the chosen matter.



### Workshop 3

#### *Balint Group as a methodology to expand clinical consciousness*

**Given by:** Jorge Brandão

**Description:** The workshop will offer an immersive Balint Group experience, while revisiting the theory and practice of this approach to the doctor-patient relationship. It is named to acknowledge Michael Balint, a psychiatrist and psychoanalyst, who developed this ground-breaking method for studying the clinical relationship in the context of the English general practice, in London, during the fifties.

A Balint group is a way of reflective practice, an experiential, small group educational activity in which clinicians discuss cases from their own work with a focus on the practitioner-patient relationship. It is not intended to train GPs to become psychoanalysts, nor in providing them with personal therapy.

The original Balint groups were implicitly about training doctors to better understand their relationship with their patients. The early groups were also about research. Observing the group, the leaders, the cases, the process, looking at feelings, patterns of relating, special moments, insights and defences used against engagement with the patients and their feelings. All this led to the development of a more in depth understanding, challenging and pushing the boundaries between the personal and the professional self, focusing on the doctors' feelings, enlarging their consciousness concerning the suffering and the non-explicit thoughts and concerns of their patients.

#### Workshop Goals

Participants can expect to experience a Balint group:

- Learn new ways of thinking about the doctor-patient relationship.
- Understand about Balint group leadership skills.

The only prerequisite to participate in this workshop is to be in the disposition to tell any own example of a difficult or problematic relationship with a patient. Within the Group, we will work to develop an atmosphere of trust and acceptance, where participants feel supported to present their challenging or troubling encounters. In Balint groups, interruptions, criticism, excessive questioning and the giving of advices are discouraged. It can be a starting point for further experience and training.



#### Workshop 4

### *How can we combine individual and collective learning?*

**Given by:** Armin Kruger

**Description:** Individuals are the keys of collective conscience. Then, how can we “touch” these keys to make an effect in the group? When do we reach the critical mass? What is needed to really move something in a group? Armin will share his experience with experiential tools and case studies.

#### Workshop 5

### *Listening makes us human*

**Given by:** Corine Jansen.

**Description:** Drawing from literature, philosophy and the arts, participants of this workshop will practice with the narrative skill, listening.

#### Learning objectives

By the end of this workshop, participants:

1. Will have knowledge and experience about the practical application of the narrative skill listening, inspired by literature, philosophy and the arts.
2. Will have knowledge and experience of close listening
3. Will learn to reflect on their own narrative as well as those of others
4. Will have thought about how to transfer these forms of practice into their professional practices

#### Organization

1. Mindful listening exercise (5 minutes).
2. Introduction and basic information on listening as a narrative skill (15 minutes).
3. Reflective dialogues building on ever more complex forms of listening (simple literal reflections, summarizing, paraphrasing, reflecting feelings, needs, essence or meaning) (30 minutes).
4. Debriefing and Evaluation (10 minutes).



### Workshop 6

#### *The “inhabited” listening*

**Given by:** Tirso Esteve

**Description:** This workshop offers a journey in search of present, full, conscient listening, beyond our own memories. Inhabited listening means to be able to generate a positive movement at the individual level and at the group level. To connect with this type of listening, we will propose little games that let us experience our inside and outside listening, they will give us clues to listen ourselves and the others in a present, inhabited way.

### Workshop 7

#### *Decision-making*

**Given by:** Patricia Castaño.

**Description:** The workshop focuses on analysing the decision-making process, becoming aware of all the elements involved. For that, we will analyse one of the most renowned historical events: The sinking of the Titanic.



### Workshop 8

#### *Listening in opening to the other for a developing leadership*

**Given by:** Natalia Márquez

**Description:**

1. Practising presence from an amazement attitude.
2. Practising dialogic listening. Bringing into play every level of consciousness.
3. Formulating open questions to expand consciousness.
4. Formulating questions to take into action.

### Workshop 9

#### *Skills and attitudes in VUCA (Volatility, Uncertainty, Complexity and Ambiguity) environments*

**Given by:** Xavier Jané.

**Description:** Participants will have to solve a complex problem based on collaborative and cooperative relationships, given that nobody can solve it themselves. After that, there will be individual and group reflection about skills and attitudes that facilitate the resolve of this type of usual problems in our environments.