



IL NODO GROUP
FORMAZIONE | CONSULENZA | RICERCA



**Fondazione
Rosa dei Venti**

Learning from Action

Experiential Workshop for Community Workers



DECISION MAKING & ACCOUNTABILITY

October 26th – 28th, 2012

Valsassina - Piani di Brunino - Comune di Pasturo (LC)



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The idea of realizing these Workshops was born in the early 2000s, by a joint effort and meeting between Robert D. Hinshelwood and Enrico Pedriali, that unfortunately passed away in July 2009. He was the person who made the Workshops happen and carried them out in several editions. Now the Workshop "living-learning" is part and item of the Manual Standard Services Quality of Community of Communities.

The Workshop "**Learning from Action**", an application of Group Relations Conference (www.il-nodogroup.it), intends to help staff / careers to explore and study the value of work and daily life as a form of communication.

It's a training that offers participants an opportunity to learn directly through a short period of co-habitation in the style of the community. **The Workshop is designed and structured to develop the basic skills of those working in residential or semi-residential communities.**

The aim will be to allow a better understanding of interpersonal, intergroups, organizational and institutional factors hidden and manifest, which are involved in decision-making.

Each participant-resident will find in a position to explore the way they work with the group, and in particular the non-verbal communication, and to decide and take responsibility through the facts of everyday life and relationships with the others.

Participants will benefit from the advice-supervision of staff members: one to the other building a "**learning community**". In other words, the purpose of this event is **to do, think and learn** something that can then be used in their work experience.

The community will be created between the participants, using real life tasks ie cooking, cleaning and leisure activities, which provide a unique forum for communication between participants and staff. The kind of communication that rarely is thought about as we take for granted the ability to look after our environments and relate to those close to us and yet is the very source of the most intimate solid way of relating and being able to form relationships. Therefore in this workshop we aim to create the opportunity to actively work together, within the framework of small and large reflective groups to examine in depth the experience of living and working together.

The theme focused on this occasion, will be the decision-making and accountability in the community that are often critical issues both from the theoretical point of view and practically. In fact, the different "philosophies" that underpin the different styles and decide which decisions are made, can promote or, conversely, block the path from dependence to independence for both patients and professionals and therefore take a meaning that is therapeutic or pathological. Which could then be described as caused by the interventions of the professionals. The workshop will try to emerge from the direct experience, the components involved in decision making, through reflection on daily practice in the life of a community.

It will be not then stand by and watch a theoretical lecture or take part in a seminar held by some "experts", but to really dive in and first-person experience of community and learn from it with the help of the whole group of participants, staff and structure of the Workshop.

Using the ideas proposed by the program, all participants will be able to share in person different times of community life by addressing problems in the four days management spent in daily life organization, living together and sharing experience with the others and opportunities for personal reflection and group processing.

These are the reasons why everyone should guarantee the effective presence for the duration of the workshop, both day and night, and is not allowed partial participation.

PLEASE NOTE: WE SUGGEST THAT IF YOU ARE LIVING THROUGH PARTICULAR PERSONAL DIFFICULTIES THAT YOU CONSIDER POSTPONING YOUR ATTENDANCE TO NEXT YEAR AS



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THE WORKSHOP IS DESIGNED AS A LEARNING LIVING LEARNING ORGANIZATION AND IS NOT A SUBSTITUTE FOR PERSONAL OR GROUP PSYCHOTHERAPY

The workshop location offers the opportunity to stay in two or three beds rooms: everybody should take care of personal space.

Some groups will be composed and will engage in practical and concrete tasks, and not simulated, to meet essential requirements: meals preparation (with all aspects); cleaning of personal and common areas; leisure time organization;

Any other activities will be eventually decided during the workshop (for example, leave –taking organization).

As in every community, there will be many issues related to living together and sharing experiential: assume / delegate responsibilities, work for others, make decisions, compete with the authority and leadership, interpersonal relationships and deal with group dynamics and more.

To achieve these objectives, the Workshop provides a series of meetings groups:

- **FIRST PLENARY MEETING:** will aim to begin the workshop and provide an opportunity for the staff and residents to know each other. This meeting is ideally the "gateway" in the learning community and also allows you to explore all that the crossing of this threshold behavior, both in practical and emotional terms.

- **DECISION-MAKING MEETING:** will be used to plan activities and form groups that will carry them out. The purpose of these meetings is to highlight the degree of adherence to the tasks, allowing the residents a learning mode groupal decision and have the experience of taking roles and authority to exercise them.

- **GROUP ACTIVITIES:** will aim to offer members the opportunity to reflect and learn the methods and difficulties of working together and forming working relationships, when you compare with the concrete tasks and really necessary for the Community and its survival.

- **COMMUNITY MEETINGS:** as in all communities, this meeting is "the place" where the sense of belonging will develop and shows "here and now" concept the of Learning Community

- **REFLECTION MEETINGS:** This special meeting will aim to explore the tensions that arise in work or leisure activities and relationships between groups. Inevitably, in fact, pursue the tasks, live in various situations of the Workshop, will require substantial involvement and commitment in the relationships, this can cause stress and personal and group tensions.

- **APPLICATIONS GROUPS:** allow groups of residents to examine together the learning developed during the Workshop and the ability to apply it to own working environment.

- **CLOSING PLENARY MEETING:** will be the leave-taking time in which every participant will finish their tasks, taking with them the experience. Then represent the "exit door" from the Workshop and the separation process will start.

- **EMERGENCY MEETING** (if necessary): open to all participants to reflect and discuss on possible infringements of workshop setting or for dangerous incidents



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Further clarifications and logistical and organizational information will be provided by Administration Staff member during registration or Workshop.

PROGRAM

Venerdì / Friday 26th October 2012

Ore 10,00-11,30 :	Accoglimento dei partecipanti/Participants welcome
Ore 11,30-12,30 :	Riunione Plenaria Iniziale /First plenary
Ore 12,30-13,45 :	Pranzo/Lunch
Ore 14,00-15,30 :	Riunione Decisionale /decision making event
Ore 15,30-17,00 :	Gruppi decisionali /Decisional groups
Ore 17,00-19,00 :	Attività 1/1 activities
Ore 19,00-19,50 :	Riunione di comunità riflessiva/Community reflection meeting
Ore 20,00 :	Cena/Dinner
Ore 21,15 :	Tempo libero comunitario/Community free time

Sabato/ Saturday 27^h October

Ore 8,00 :	Colazione/ Breakfast
Ore 9,00 :	Riunione di Comunità/ Community Organizational meeting
Ore 10,00 :	Gruppi Decisionali/ Decisions Groups
Ore 10,30 :	Attività /Activities 2
Ore 12,30 :	Pranzo/ Lunch
Ore 14,15-14,45 :	Gruppi Decisionali/ Decisions Groups
Ore 15-16,15 :	Gruppi Applicativi 1/ 1 Application Groups
Ore 16,15-16,30 :	Break
Ore 16,40-17,30 :	Riunione di comunità riflessiva /Community reflection meeting
Ore 17,30-19,30 :	Attività 3/ activities 3
Ore 19,30 :	Cena/Dinner
Ore 21,15 :	Tempo libero comunitario/Community free time

Domenica / Sunday 28th October

Ore 7,00 :	Colazione/ Breakfast
Ore 8,00 :	Riunione di Comunità organizzativa / Community organizational meeting
Ore 9,00 :	Gruppi Decisionali /Decisions Groups
Ore 9,30-10,30 :	2 GA/2 AG
Ore 10,30-12 :	Attività /Activities 4
Ore 12 :	Pranzo/Light Lunch
Ore 13,00-13,30 :	Lavaggio piatti & Pulizie conclusive comunitarie /washing up & final cleaning
Ore 13,30-14,15 :	3 AG/ 3 GA
Ore 14,15-14,30 :	Break
Ore 14,30-15,30 :	Riunione Plenaria/ Conclusiva Last plenary
Ore 15,30-15,45 :	Commiato/ Leave-taking



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Any program changes will be decided by the staff and agreed with participants before or during the Workshop

WORKSHOP STAFF

Workshop Director

Luca Mingarelli

Psychologist, expert in psychiatric rehabilitation, the founder and director of Therapeutic Communities for Adolescents, President of Rosa dei Venti non-profit, OPUS' member, Board member of il Nodo Group, GRC staff member ALI 2009-10-11-12

Assistente Director

Giada Boldetti

Psychiatrist, Director of Rehabilitation Services ULSS16 Padova and of four TCs

Administrator

Simona Masnata

Professional educator, administrator of social cooperatives, organisational and management consultant, was formed in Group Relations and the study of organisations with Il Nodo Group and Cesma, Coach ICF, Il Nodo Group board member

Learning Process Consultants

Janet Chamberlain

Consultant of the Cassel Hospital Nursing Psychosocial department in London

John Diamond

CEO of the Mulberry Bush Organisation. His career has been in Therapeutic Community work with children and adolescents. John is especially interested in the connections between individual, group, organisational and societal dynamics. He has published papers in a number of journals and book

Giovanni Foresti

Member of the Italian Psychoanalytic Society, member of the International Psychoanalytic Association. Psychiatrist, he teaches Management Training Courses of the Region of Lombardy (IREF) and is Lecturer in Work and Organization Psychology at University of Pavia. Former Medical Director of the Fatebenefratelli-AFaR Centre in San Colombano al Lambro.



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Interpreter

Kyle Johnson

University in Art History in the United States, she moved to Italy twenty years ago. In 1997 she received her diploma as a Shiatsu Operator in Milan. Still practising Shiatsu, she now also works as an English Teacher, translator and English language consultant for companies.

Consultant for food and shopping

Monica Cavicchioli

Psychosocioanalyst; consultant organizational for profit and no profit; HRD TC Rosa dei venti; expertise in body mind training, natural alimentation and holistic therapies

Scientific Advisor (not present at the Workshop)

Robert D. Hinshelwood

Psychiatrist, psychoanalyst, past Director of the Cassel Hospital in London. Member of the British Psychoanalytic Society, Fellow of the Royal College of Psychiatrists, Professor at the Centre for Psychoanalytic Studies, University of Essex, UK

INFORMATION

The Workshop will start at 11,30 on 26th October and will end on 28th at 15.45.

It's expected a maximum of 34 participants, selected by our staff, in chronological order of registration, the balanced distribution of gender, roles and professional institution of origin. The number of consultants for the learning process will be proportional to the number of participants. You can not enter a work begun, nor participate in partial form.

COST: for registration **before the 10th September** the fee is of **590 euro**(VAT excluded), after the 10th sept. the fee will be 750 euro (VAT excluded)

DISCOUNTS OF 5% FOR FOREIGNERS AND 5% FOR MEMBERS OF THE ASSOCIATIONS IN PARTNERSHIP

Languages: Italian and English, using the resources available



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HOW TO REACH THE WORKSHOP LOCATION

To get to the venue of the workshop is necessary to arrive at Pasturo and from there will be a stretch of about 300m. street to get to the huts.

TRAIN

Pasturo is not reached by the railway. For those arriving by train you need to go to Milano Centrale, where the square outside the railway station you can take the bus to Valsassina. Arriving from Bergamo and Sondrio you must take the train to Lecco, where the square part of the station the bus to the stop-Valsassina Pasturo. For the last stretch of road at 300 meter groundbait will be the shuttle that will take you to the huts.

AUTO

Milano

The direction from Milan should be considered by those who come from south Lombardy (Milan, Lodi, Pavia), Piemonte, Valle d'Aosta, Liguria, Emilia Romagna and all regions of the center / south. Reach the exit "Sesto San Giovanni-Release Viale Zara" of the freeway (which indicates the direction of Lecco-Sondrio), take the Milano - Lecco, exit at "Valsassina. Continue until Ballabio. Exit the tunnel you will find a roundabout, go right. After a few miles to the left you will find directions for Pasturo, reached after about 1 km.

Bergamo

The direction from Bergamo to be considered by those arriving from eastern Lombardy (Brescia, Bergamo, Cremona, Mantova), Veneto, Trentino Alto Adige, Friuli. Reach the exit of the A4 Bergamo. Head towards Lecco for about 25/30 miles. Once in Lecco follow the signs to the Valsassina. Manzoni Hospital near the signs for the Valsassina lead in the tunnel that takes you directly to Ballabio.

Como

Coming from Como and Varese or Switzerland, the car is easy. Coming from the state will be forced to walk the road towards Lecco-Sondrio. Take the exit "Valsassina. Continue until Ballabio Sondrio

FROM MILAN AIRPORTS

Linate: only 7 km from town centre, you can reach the Stazione Centrale with public transport: ATM 73 e X73 in 25 minutes, every 30 min.

Airport buses STARFLY, visit the website www.starfly.net for timetable and fees.

Car rental companies are in the arrival hall.

Taxi are parked just outside the arrival hall, fares for Linate Airport to Milan centre are fixed in 90 €.

Malpensa:

Train: from the airport you can easily reach Milan's Central Station with **Malpensa Express**.



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Bus: From Malpensa Terminal1 airport bus lines connect to Milan's Central Station,
Car hire: you will find car rental companies in the arrivals hall at Milano Malpensa Terminal 1.
Taxis: available for arriving passengers in the area in front of the Milano Malpensa Terminal 1.

THE ENVIRONMENT

A beautiful natural environment surrounded by a ring of mountains at the foot of Grigna and Grignone (m. 2.410).



THE VENUE

The structure is composed by huts with multiple rooms with bathroom. You will have several rooms, a meeting lounge, kitchen with pantry, bathrooms with showers and all that is required for self-management include heating.



For further information and registration form, please contact:

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Main Sponsor:

IL NODO Group is a scientific-cultural no-profit Association that historically originated from a professional team formed in Turin in the nineties. It has carried out study, training and consultancy activities in collaboration with the Tavistock & Portman NHS Trust in London and other national and international scientific institutions.

After it operated a few years as a consortium, IL NODO Group has decided to privilege its original mission as a scientifically-oriented multiprofessional centre as an association of professionals with interdisciplinary and cross-sector competences in the health and social care fields, the business world, education, social cooperation and civil service.

The Associazione IL NODO Group collaborates in the scientific direction and the organization of the residential Group Relations Conference "Authority, Leadership and Innovation" (ALI) that takes place every year since 1998.

www.ilnodogroup.it

In partnership with:

Mulberry Bush Organization <http://www.mulberrybush.org.uk/>

OPUS <http://www.opus.org.uk/>

TCTC (ATC) <http://www.therapeuticcommunities.org/>

Fondazione Rosa dei venti onlus <http://www.rosadeventi.org/it/>

Mito &Realtà <http://www.mitoerealta.org/>

Hospital Sant'Anna Mental Health Care Como

Municipality of Pasturo(LC)

Province of Lecco

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