

Education Regulations

of the Association for Group Dynamics & Organization
Consulting (ÖGGO) 2007

Introduction

Participation in 2 weeklong, process oriented group dynamics seminars (minimum of 10 T-group sessions), resulting in a recommendation for training.
The candidature recommendation must be specified at the end of the seminar.
Entrance interview with the relevant training authorities, or with a head trainer appointed for this.
Application for candidature to the Board.

Candidate Status

First co-training in a group-dynamic seminar (minimum of 10 T-group sessions)

Participation in a **Structured Seminar** with a head trainer (minimum 3 days) as participant or co-trainer, reflect upon and document the experience with this learning environment in written form.

Reflection on Organisation:

- Experience from the organisation consultation project
- or from an internal position
- or from a methodical organisational analysis

Reflect upon, and document with the head trainer by individual supervision or in small groups.

Candidate group part I (3 days)

- Reflection on the participants' experience, from their area of practice
- Reflection on the societal environment
- Reflection on the specific training and management philosophy of the ÖGGO
- Preparation of market investigation and fieldwork.

Candidate group part II (2,5 days)

- Evaluation of market investigation and fieldwork.
- Development of specific professional requirements against this background/
key success criteria for training and consulting.

Candidate group part III (3,5 days)

Building on the requirements developed in part II:

- Review of personal potentials and personal learning areas
- Creating an individual development arrangement (signed by the head trainer and the candidates; the development agreement remains with the candidates and will be presented and included in all future education sections)

Further **Co-Training courses** in group dynamics seminars (minimum 10 T-group-sessions each); in total, a **minimum of 3 positive expert reports for Co-Training courses** are required.

In the process of furnishing an expert report, it must be ensured that the third expert report expresses the competence for independent training under supervision.

Interest in an expert report must be indicated before the start of the co-training course. An evaluation and feedback session is obligatory at the end of each co-training course.

Organisation Laboratory (min. 5 days).

One participation as co-trainer in a **Structured Seminar** (planning and implementation), 3 to 4 days.

Theoretical Seminars (mandatory):

1. Basics of T-Groups: 2 x 2 days
2. Organisation Theory: 1 x 2 days
3. Society Theory: 1 x 2 days

Theoretical seminars are held by full members of the ÖGGÖ. The following quality criteria are required for validation:

- After consultation, the design of the seminar will be accepted by the Board of Education.
- The seminar facilitators have approved their scientific qualification for the topic of the seminar by relevant publications and/or academic courses held by them.
- The seminar supervisor possesses practical experience in the field of group dynamics.

Besides the participation in seminars, the assistance in theory-oriented projects where a head trainer is involved, who confirms the participation according to the education regulations, is also considered theoretical training.

Furthermore the participation in literary circles and comparable activities is recommended.

After the completion of all practical and theoretical educational sections, application for associate membership (AM) can be submitted to the board of education (BE). The general assembly makes the decision on associate membership acceptance.

The status of AM cannot be omitted.

Associate Membership (AM)

Facilitation of 2 Group Dynamics Seminars under supervision with positive expert reports (T-groups, min 10 sessions, if possible in different social settings)

Independent planning and facilitation of a **Structured Seminar** (3-4 days) with supervision (min 2 sessions) and expert report

1. Theoretical Seminars 2 x 2 days:

2 x 2 day seminars of choice on the subject: training

2. Methodical seminar 2 x 2 days:

- 2 x 2 day seminars of choice on subjects relevant to the AM's:

Especially:

Analogue Intervention in terms of group dynamic work,
Question Techniques, Crisis Intervention,
Transfer of theoretical knowledge in T-Group-Seminars
Transfer of theoretical knowledge in structured seminars

3. Participation in a Supervision Group with head trainers:

2 days; aim: reflection upon personal experience as a trainer.

Theoretical and methodological seminars are conducted by full members of the ÖGGO.

The following quality criteria are required for accreditation:

- After consultation by the Board of Education (BE), the seminar design will be accepted.
- The facilitator of the seminar has verified his/her scientific qualification for the topic of the seminar by relevant publications and/or academic courses held by him/her.
- The seminar facilitator has practical experience in the field of group dynamics.

Besides the participation in seminars, theoretical education also includes collaboration in theory-oriented projects where a head trainer is involved, who confirms the participation according to the Education Regulations.

Due to previous training experiences, the association recommends a long-term, personalized development measure (for instance, individual or group self-realization) parallel to the development process described in the Education Regulations (ER) to each candidate.

Completion of Education

Full membership Education

Only by fulfilling all the requirements training courses , will the trainer be accepted by the general assembly as a full member

The prerequisites are:

- Completion of theoretical and practical education sections
- In order to guarantee different learning experiences and opportunities for feedback, it is essential to have the learning sections supervised by various head trainers.
- Application for the accreditation of full membership at the Education Boards (TB). All expert reports and the confirmations of participation in a course need to be enclosed. The BE presents the application after a review to the assembly, which decides the acceptance of the graduation candidates in their presence as a full member of the association.
- Personal introduction at the general assembly
- Information of all ÖGGO-members about the membership candidate by publication of comprehensive CV in the internal part of the ÖGGO-homepage.
- Motion of the board to the general assembly for the acceptance as full member on the basis of a recommendation in this regard by the Board of Education.

Advanced Training/ Organisational Consultation

Participation in advanced training is optional and extra-occupational to business consulting profession. Successful completion in this training leads to full membership as consultant. Full membership as a trainer is a pre-requisite.

The content of this advanced training caters to an understanding in the ÖGGO-tradition of process-oriented consultancy in the context of organisations.

The introduction into advanced training can happen only when associate membership has been attained at the earliest – this introduction is recommended after the first training under supervision has been completed.

Reflection and documentation of an additional experience from the organisational-consulting-project (by observation or assistance via an internal office), discussion with head consultant.

Two consulting projects on one's own under supervision.

Either

a) In the presence of a supervisor during the consultation

or

b) Supervision by continuous project reviews outside the consultation project (2 reviews for each phase in the consultation process – one before, one after each phase; one of the cases must be a multi-level consulting process).

One-year case supervision group with head trainer (6 x 0,5 days; 4-6 participants)

Continuous course group: methods and theories of process consulting
(5 modules of 3 days each)

- Understanding of organisation, based on systems theory and development of organisations (3 days)
- Basics of process-oriented consulting (3 days)
- Process architecture and design of consulting (3 days)
- Consulting settings – standards and variations (3 days)
- Methods of consulting (3 days)

Course Organisation:

- Entry after full membership at the earliest (recommended after the first T-Group session under supervision)
- Continuous participation
- Each module is conducted by two head consultants (certified in the scientific study of the topic, publications and/or topic-related courses); occasionally further head consultants may be called in for specific topics.
- Head consultant nominated according to a proposal by the Board of Education (BE), to guarantee continuity and learning progress
- Coordination/organisation in cooperation between the candidate (representative) and the BE.

Completion of Advanced Training

Full membership consultant

The acceptance as full member by the general assembly marks the completion of the training.

The prerequisites are:

- Completion of practical and theoretical training sections
- In order to guarantee different learning experiences and opportunities for feedback, it is essential to have the learning sections supervised by different trainers.
- Application for the accreditation of full membership at the Board of Education (BE). All expert reports and the confirmations of participation in a course need to be enclosed. The BE presents the application after a review to the assembly, which decides the acceptance of the graduation candidates as a full member of the association in the candidates' presence.
- Personal introduction at the general assembly
- Information about all ÖGGO members on the membership candidate by publication of a comprehensive CV on the ÖGGO intranet.
- Motion of the board to the general assembly for the acceptance as full member on the basis of a recommendation in this regard by the Board of Education.

Transitional Provisions

(1) The participants of the candidate group 2008/09 can finish according to their chosen Education Regulation (ER).

(2) Provisions for everybody else: Trainees, who began their education before the implementation of the ER 2007, can graduate/ finish – upon request – according to their current ER before 2013 at the latest.

(3) Consulting under supervision can be accredited as Co-Consulting.

These Education Regulations were decided unanimously at the general assembly of the ÖGGO on Jan 26 2007 and implemented.

The Transitional Provisions of this Education Regulation were decided unanimously at the general assembly of the ÖGGO on Mar 14 2009 and implemented.

Education Philosophy

The professionalisation concept of the association

The members of the ÖGGO form a multi-faceted, interwoven learning network, in which the majority of their own extra-occupational professionalisation takes place.

Essentially, collaborative learning happens through changing forms of cooperation within the framework of concrete practical projects, whether they are training courses or consulting projects in various organisations at company level or in cooperation with other companies.

The issues faced on these occasions mean constantly emerging challenges, whose management promotes the common development practically and theoretically. This process is supported by process-accompanying opportunities for reflection, which continually provide occasions for a systematic evaluation of the practical experience gained, to review the personal qualification standard and develop the professional standard of the association.

Over the years, a widely ramified, international network of co-operations with scientists from various disciplines and fields has been established to facilitate the collaborative theoretical work. The discussion of the latest update of knowledge development in our relevant professional fields takes place in internal workshops and forums, in symposia and conferences of experts.

A number of ÖGGO members actively participate in the production of knowledge through their own publications and is thereby integrated in a larger “scientific community“. By means of the aforementioned forms of knowledge production and transfer of know-how, the association aspires to take a leading role in our own field, far beyond Austria, with the collective strength of this mutually stimulating, dynamic learning community.

Possible Focus Concerning the Contents of the 5 Modules: Advanced Training Organisation Consulting

Module 1: Understanding of Organisation Based on System Theory and Development of Organisations

Function and structure of formal frame of order: function and patterns of self-organisation. Interaction of both organisation aspects in holistic organisation process.

Important distinction criteria (“distinctions“) and the logic for the establishment of organisational sub-systems.

How organisations observe and reflect upon themselves. How does this function organise itself in the structure?

Theory and practice in handling symbols and rituals in organisations.

How the developments in the organisational environment – societal developments and market developments - are reflected in the developments within the organisation. Current examples respectively:

Important theories for the development of social systems. Principal practical approaches of changes of/within organisations. Interior vs. exterior orientation of the organisational change process.

Models and theories concerning the phases – and the consulting demand in these phases – of organisational development.

Module 2: Basics of Process-Oriented Consulting

How an offer becomes a consulting order after a request.

The establishment of a consulting organisation:

- Formation of a consultant-client relationship
- Questions concerning staffing
- Organisation of a consulting proposition as a process (structure and execution/procedure)

Important paradigmatic contradictions: partisanship/impartiality / advising / counselling, nearness/distance, irritate/ stabilize, problem-orientation/ solution-focus.

Theoretical and practical orientation between the poles of expert consulting and process consulting. What can “integrated consulting“ be? What are the prerequisites for this concept? What can this concept accomplish, and what can it not?

Module 3: Process Architecture and Design of Consulting

Theory and practice to distinguish architecture, design and intervention in professional consulting work.

Foundations, principals and examples to shape consulting processes; phases during the consulting; success-oriented aspects and events in the particular phases.

Foundation, principals and examples to shape consulting design. Important tasks that must always be solved in the process and standard situations. Thoughts and tips for this purpose.

Intervention understanding and intervention practice in the tradition of family therapy based on system theory. Examples for this purpose. What can be used for our consulting work from that? Thoughts and tips for this purpose.

Modul 4: Consulting Settings – Standards and Variations

Professionalisation and optimisation in dealing with quantitatively relevant, recurring tasks for consultants, who have “grown up“ in the ÖGGO-tradition. Examples for that:

Team development

Project kick-offs

Guidance of management-meetings

Guidance of thematically focussed workshops

(e.g. strategy workshops)

Large group events

Conflict moderation

Cooperative consulting

Supervision

Coaching

Module 5: Consulting Methods

Theoretical foundations and acquisition of practical expertise for the application of important methods and techniques that are applicable in many consulting situations. Examples of this:

- Question techniques based on systems theory
- Hypotheses formulation
- Analysis and diagnosis methods
- Neutral transfer of field-related know-how during consulting
- Methods and techniques from the repertoire of solution-focused short term therapy
- Analogue forms of intervention
- Elements from the formation of the organisation.