

Dear Applicant,

Welcome to the application process for Container Training at the SCT® York week 2017. The application process has been designed to assess your readiness for this training.

Below are details of the process.

1. Submission Date: July 10, 2017. Observing this boundary is important to give the trainers time to review applications and to give applicants time to make travel arrangements and to apply for alternative trainings, in the event they are not accepted on the Container training.

Your tasks: Review the Container Training Introduction and the criteria for entry, before completing your application. (You will find these on the following pages.) From past experience, Containers in Making Work Roles Work gain from prior experience as a member of this workshop or similar SCT Organisational Development group. This is because there are many shifts from member to Container and there is limited time to process the experience.

If you think the role is appropriate for you, consult with your trainer to discuss your readiness, and consider whether you would benefit more at this point from joining the Making Work Roles Work workshop as a member. If you are ready to apply for the Container role, complete the application and review it with your trainer before submission.

Send your completed application to **Rowena Davis and Juliet Koprowska** (rdavis@rdaconsulting.net; juliet.koprowska@york.ac.uk).

2. Response to your application: July 15, 2017.

If you have any questions about the application process, feel free to contact us.

Looking forward to your application.

Rowena Davis and Juliet Koprowska.

SCT® Container Training – York 2017

Introduction

The Container Training is for members who want to increase their capacity to resonate with any and all group experience, an important step in leadership training and learning about building systems-centered groups. In container training, members work in the group and learn how to contain and contribute their experience toward supporting the goal of the group. By resonating with the multi-level work of the group at the member, subgroup, and group-as-a-whole levels, the Container contributes to group development.

Functional Subgrouping is the basic building block of an SCT group. Without functional subgrouping, a group is still a group, but it is not an SCT group. The leaders of an SCT group establish the structure for functional subgrouping and the members function within this structure.

Members who are new to SCT work on the boundary between person and member and then on the boundary between member and member of a subgroup. Crossing boundaries creates turbulence, as each boundary is at the edge of the unknown. For new members, launching or joining a subgroup is a step into the unknown, as they have not yet experienced, and cannot yet trust, that a subgroup will emerge to support the work that they have started for the group. Actually, for all of us in SCT, we experience turbulence as we launch or join a subgroup since we have to let go of what we already know to fully join a subgroup. The difference is that we, as experienced members, are better able to contain this turbulence, since we have had repeated experiences of feeling the support of a subgroup and the excitement of exploring the unknown within a subgroup. We have “come out the other side” with a newness and shift in what we know about ourselves and the world.

Containers are experienced members who use the knowledge and subgrouping skills that they have gained in previous groups to support the functional subgrouping in a new group and to contain the turbulence at the edge of the unknown as members and subgroups cross the boundary into exploration. This containment aids the development and transformation of the group from a simple to a complex system.

(For more information, read “First Build the Group” by Yvonne Agazarian in the July 2009 SCT Newsletter, pp 3-5. The Newsletter is available on the website: www.systemscentered.com)

How is the Container Role Similar to the Member Role?

Like all group members, containers:

- Get centered

- Access apprehensive experience/ exploratory drive

- Cross the boundary from “Member of Person” Role to “Member of Group” Role

- Join subgroups

- Explore in subgroups

How is the Container Role Different from the Member of Group Role?

The goal of a member in an SCT group is personal growth. The goal of the container is to contribute to the group development by supporting functional subgrouping and any personal growth is a side effect, not the primary goal.

Members find resonance with one subgroup and choose to explore in that one subgroup. Containers “widen their gaze” from one subgroup to all the subgroups in the group, and explore inside themselves to find resonance with each subgroup that gets launched in the group. Containers are learning to find an authentic join for any subgroup that needs support in the group.

Members attune to themselves and members of their subgroup. Containers attune to all members, subgroups and to the group-as-a-whole (phase of development, leaders' interventions and direction, time context, the "other subgroup" that has not yet been launched in the group).

Behaviors of the Containers:

Internal/ Non-Verbal Behaviors:

Get centered and re-center oneself throughout the group

Undo own defenses (including distractions) internally, not aloud in the group

Use awareness of own defenses as information about the group's phase of development

Access apprehensive experience/ exploratory drive

Make space inside self to discover their resonance with every subgroup in the group

When resonant, prepare to join any subgroup

Attune to the new group and its phases of development

Pay attention to emerging subgroups that have not yet been launched

Contain own turbulence / sit at the edge of the unknown with curiosity

Make roving eye contact as part of taking membership in the group – to shore up the energy in the group

Keep "light" facial expression

Pause, pause, pause before joining to allow group members to subgroup

External/ Verbal Behaviors

1. **Join a Lone Voice** so that no member works without a subgroup
2. **Lighten a Subgroup.** Lighten when a subgroup or part of a subgroup has gone too deep too fast. Do this by joining where they are and adding inputs to the subgroup that lighten it and brings the subgroup back up

Deepen a Subgroup: Deepen a subgroup by bringing in the next step for exploration when a subgroup becomes redundant. The "deepen" refers to the level of work that the subgroup now recognizes is available to explore, not the tone.

3. **Voice a New Subgroup** when the GAW is at a boundary
4. **Support the leaders' direction** for the GAW

(If new to Containing Role, focus on Joining Lone Voice & 'Lightening' or 'Deepening')

General Reminders:

Pause, Pause, Pause

Attune to the new group

Resonate by joining on affect, not content

Monitor your use of SCT "jargon"

Contain acting out (or notice when you do and explore in container processing session)

Notice any criticisms or reactions you have toward the leader(s) (so that you can explore your authority issue and how you are managing it in the container processing session).

Container Training – Entry Criteria.

Considering applying for Container Training is a training opportunity in and of itself.

The process includes developing the ability to judge the fit between one's own training goals and external criteria; accurately assessing one's resources and skills as they relate to the training requirements; utilizing mentoring; and completing the application. The process begins by working with your main SCT consultant in the roles of mentee and mentor to assess where you are in relation to the criteria for Container training.

Criteria for entry:

1. SCT Intermediate Skills and Intermediate Experiential Training
2. Intention to use SCT as a major orientation in work with others and thus entering into SCT Trainee-member role
3. Significant knowledge of the Theory of Living Human Systems
4. Working with your mentor/trainer in reviewing application force fields and having support of your mentor/trainer in applying for this level of training
5. Able to contain the authority issue to support the task of the group

Goals for the Container Training:

- Learn to see one's experience in the context of the group and use it to support the Leader and help build the group through functional subgrouping
- Deepen one's understanding of the SCT Phases of Development and the Theory of Living Human Systems from the Container role
- Contribute to building an open, experimental Container learning system

SCT® Container Training Application

Application deadline: July 10, 2017

NAME: _____

ADDRESS: _____

Phone number: Home:

Work:

Mobile:

E-mail:

SCT Trainer or System Mentor _____

Brief summary of your previous SCT training, including trainers:

1. I intend to use the Theory of Living Human Systems and its SCT methodology as a major orientation in my work: YES NO

2. My professional goals in coming into this training group are:

3. My training goals for this workshop that relate to my professional goals are:

4. Please complete a force field on your driving and restraining forces for taking the Container role.

Force Field Template:

Driving	Restraining

5. My leading edges for the Container role are:

6. My strengths that facilitate working on my leading edges:

I have reviewed this application, including my force-fields with my main SCT trainer or a system Mentor, and they support me applying at this time (delete as appropriate): YES NO

All communications about your application will be via email. Please make sure your email address is current and keep us posted about any change. If you do not have a personal email address, let us know whose address you would like us to use to communicate with you.

Please feel free to contact Container Training workshop leaders Rowena Davis and Juliet Koprowska with any questions.

The successful applicants will meet with the trainers on a 1.5 conference call at end of July or beginning of September 2017 at a date and time all can make to start to build our system and explore the role.

Submission Deadline: July 10, 2017