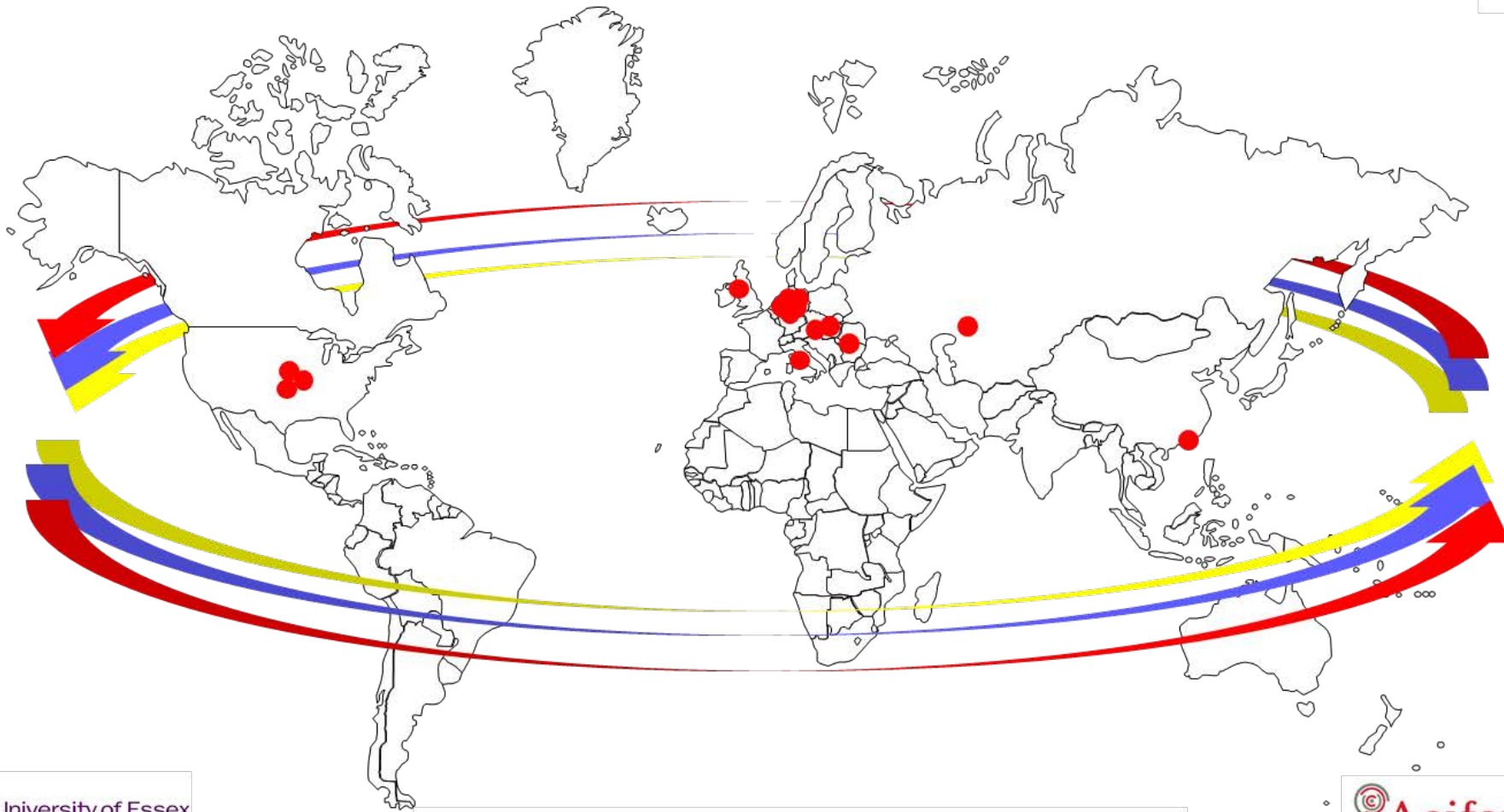




LEADING AND WORKING IN VIRTUAL WORLD

ONLINE TRAINING IN A VIRTUAL ORGANIZATION - Dr Kalina Stamenova, Detlev Kobus and Elio Vera

Leading Working in Virtual World *Reengineer your business in crisis*



TRAINING OVERVIEW

- **Presentations** – The main focus of this segment will be on Theory. We will present main concepts about groups and individuals working together and what blocks productive work. The training will focus on the following topics:
 - **How I influence others and how others influence me in virtual space.**
 - **Leadership and followership when collaborating in the digital world.**
 - **Authority and power in the virtual world.**
 - **The virtual dynamics of subgroups.**
- **Discussions** – We will discuss the theory and think together.
- **Experiential Learning** – The main focus will be on Practice. We will create an online temporary learning institution with small group (SG) exercises, whole group (WG) exercises and intergroup (IG) exercises.
- **Review and Application Coaching Groups (RACG)** - Review and application coaching sessions after the synchronous seminars.

KEY TERMS

SG small groups consisting of up to 8 participants working with one facilitator. The task is to explore what is happening in the group 'here-and-now' and the emerging formation of leadership and followership in online communication.

WG whole group comprises of all the participants in the training working with three trainers.

IG the intergroup exercise provides an opportunity for the participants to learn about the dynamics and relationships which begin to emerge when working online. The experiential learning of the exercises makes it possible to understand better and learn about the relationships within the group (team) as well as between the teams.

RACoG the review and application coaching groups provide opportunities for participants to reflect on their experiences of the day and how they are taking up their different roles in the training, what they have learned after each seminar and how they can transfer the learning and understanding to their organisations.

Time (GMT+2)	16th October	30st October	13th November	27th November
1-1.20 pm	Opening	Opening	Opening	Opening
1.20-2 pm	Influence	Leadership	Authority	Dynamics of subgroups
2-2.30pm	Discussion	Discussion	Discussion	Discussion
2.30-3 pm	Break	Break	Break	Break
3pm-3.10 pm	Transitional space – from theory to practice (WG)	Transitional space – from theory to practice (WG)	Transitional space – from theory to practice (WG)	Transitional space – from theory to practice (WG)
3.10-4.30pm	Group Exercise (SG)	Intergroup Exercise (start)	Intergroup Exercise	Intergroup Exercise (end)
4.30-5pm	Break	Break	Break	Break
5-5.30pm	Learning – WG reflection	Intergroup Exercise	Learning/WG reflection	Closing plenary of the training (WG)
5.30-5.40pm	Break	Break	Break	Break
5.40-6.30pm	RACoG	RACoG	RACoG	RACoG

Timetable for the day 13 th November		
Time (GMT+2)	Zoom Room	Training Session
1-1.20 pm	Main room	Opening
1.20-2.30 pm	Main room	Theory and interactive discussion
2.30-3 pm	Main room	Break
3-3.10 pm	Main room	Transitional Space - From Theory to Practice
3.10-4.30 pm	Break out rooms	Intergroup exercise
	For the groups - 1, 2, 3, 4	
	For meeting - 5	
	For the Consultant - 6	
	For the Management - 7	
4.30-5 pm	Main room	Break
5-5.30 pm	Main room	Learning of the day - Whole Group reflection
5.30-5.40 pm	Main room	Break
5.40-6.30 pm	Break out room 8 with Detlev Kobus	Review and Application Coaching Groups
	Breakout room 9 with Elio Vera	
	Breakout room 10 with Kalina Stamenova	
6.30		End of Seminar 3

Intergroup Exercise

This is the opening session of the Intergroup Exercise. It is followed by three more sessions – one today, one in Seminar 3, and 1 in seminar 4, the last of which will include a plenary review of the exercise. The timing of each session is shown in the timetable for the whole training.

The task is to study the developing dynamics within and between the different groups that are formed. The exercise involves all training participants and staff, and allows you to study how authority, leadership and innovation are exercised in remote working environments, and the boundary between staff (management and consultants) and participants. It offers the opportunity to explore the relations and connections (relatedness) between subsystems of the training groups, management and consultants of the training as a whole. The focus is then on the training as a temporary learning organization, with its ideas and its beliefs. In this exercise the management works in public.

Just like in real life, we use different rooms for different tasks. There is a common room for the start of the exercise, the general session and for the breaks, as well as 7 breakout rooms for the different groups, the management and consultancy available.

The management, Kalina Stamenova, will be in breakout room 07. She is responsible for the overall management of the exercise and she can be observed or contacted at any time.

The consultant staff group, Detlev Kobus and Elio Vera, will be in breakout room 6 and can be requested to provide consultation to your groups. You are encouraged to make the best possible use of this consultancy to support you in developing your own thinking.

In a few moments you will be asked to form yourselves into groups. How you do this and what criteria you use is for you to negotiate amongst yourselves. If you think the group is not the right one for you, you can change the group. The aim should be to maximize learning.

Once formed, each group should take up a room, and begin its work. All participants have been authorised to select and join breakout rooms independently.

The available breakout rooms for this exercise are breakout rooms 01, 02, 03, and 04. In addition to this, breakout room 05 will be available for any meetings between the groups. All such meetings should take place in that room.

When you communicate with other groups, including the consultant group and the management, there are three kinds of roles you can take for any communication and may need to be negotiated with your group.

- Observer. The observer role has the authority to observe but not to speak.
- Delegate. The delegate role has the authority to deliver a message, and engage in any responses to this, as determined by the group that has sent the delegate.
- Plenipotentiary. The plenipotentiary role has the full authority to speak and act, on behalf of the group.

These are not fixed roles for the duration of the event. Different people may take up different roles at different times of the event.

As part of your learning you are invited to explore any or all of these roles as the exercise progresses.

We can now proceed to the task of forming groups.

Review and Application Coaching Groups (RACoGs)

RACoG with Detlev Cobus
Breakout room 8

Anna M. Wierterlorz
Assel Bazilgamova
John Condon
Matt Kirilov

RACoG with Elio Vera
Breakout room 9

Jon Jorgensen
Martin Dreyer
Martina Backes
Michaela Romanoscotti

RACoG with Kalina Stamenova
Breakout room 10

Alexandra Damianlieva
Elena Mascardi
Scott Watts

OUR TEAM

Director - Dr Kalina Stamenova, PhD is an experienced trainer, coach and organisational development consultant integrating system psychodynamic and group relations theories to develop potential in individuals and groups and facilitate the better understanding of intrapersonal and interpersonal dynamics within groups and organisations. She is a lecturer and researcher at the University of Essex, UK and has published a book *Methods of Research into the Unconscious*.

She has also worked for global organisations such as Cambridge University Press and with clients in the non-for profit sector, higher education and creative industries. She is a member of the *Organisation for Promoting Understanding of Society (OPUS)*, founding member of the *Tavistock Community of the Tavistock Institute of Human Relations (TIHR)* and a founding scholar of the *British Psychoanalytic Council*.

Co-Director - Detlev Kobus is a mathematician, national economist with further degrees in educational science, demography, social psychology, history, business development and six Sigma (Black Belt). He worked for more than 30 years as a business analyst, project leader, manager, lecturer and was company representative in the German Insurance Association (GDV). He is deputy chairman of the guidelines committee for digital transformation in the Association of German Engineers (VDI) and a founding member of the *Tavistock Community of the Tavistock Institute of Human Relations (TIHR)*. Since 2020 he has been an independent non-profit advisor.

Consultant - Elio Vera studied Economics and later Psychology at the University of Milan. He spent 20 years working in marketing in multinational companies such as HENKEL, UNILEVER, CPV-Colman Prentice & Varley, Y&R-YOUNG & RUBICAM and CHESEBROUGH-POND'S.

Co-founder and partner of CESMA-Centre for Executive Studies in Management and Administration, a Business School based in Milan. He has worked as a consultant in Executive Education on organisational topics in Bulgaria, Russia, Spain, and Switzerland. He specialises in Group Relations focusing on the analysis of group relations and organisational development according to the Tavistock Method, in particular the study of Authority, Leadership and Innovation. He has attended 3 Leicester Conferences and has been member of staff in 12 Italian Group Relations Conferences.

Scientific advisor – Prof. R.D Hinshelwood is an Emeritus Professor at the University of Essex and a psychoanalyst who has always had part-time commitment to public service (NHS and universities) and to teaching psychoanalysis. He has worked with organisations and has published extensively on the problems groups and institutions face.



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Sponsored by Aeiforia GmbH



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