**A. K. RICE INSTITUTE**

**for the Study of Social Systems**

July 2018

**Training and Certification Program**

**APPLICATION PROCESS**

We are so pleased you’ve decided to participate in AKRI’s Training and Certification Program. Please complete the Application form below and return the form online to [akritc@yahoo.com](mailto:akritc@yahoo.com) with the narrative statement attached. The payment of fees can be completed online at [www.akriceinstitute.org](http://www.akriceinstitute.org/), in the Training section of the website. Your required AKRI membership can be paid in the Membership section.

In addition, please send the Reference form to two individuals (at least one of whom must be an AKRI Member) for him/her to complete and submit online to [akritc@yahoo.com](mailto:akritc@yahoo.com).

The application is in four parts: Background information, level at which applying, narrative statements, and references. Please complete all four and make sure all fees are paid.

Thank you!

**A. K. RICE INSTITUTE**

**for the Study of Social Systems**

July 2018

**Training and Certification Program**

**APPLICATION**

**PART I: BACKGROUND INFORMATION**

**Contact Information**

Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Address: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

City: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_State/Country: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Zip Code: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Home Phone: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Work Phone: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Cell Phone: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Fax Number: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Email Address: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Group Relations Experience**

Please check the appropriate answer(s) and provide all relevant information (feel free to add a supplemental page if you require more space):

**[ ] Attended a Group Relations Conference(s)**

**Date of Conference Name of Conference Director**

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**[ ] Took a course that contained a group relations component**

**Course Title School or Program Date Completed Instructor**

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**[ ] Other (including workshops and other training opportunities)**

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**Narrative Statement:** Please provide a brief statement explaining the reasons for your interest in the Training and Certification process, including, but not limited to, the basis for your entry into the program at Level 1, 2 or 3. Again, feel free to add a supplemental page if you require more space.

**PART II. LEVEL OF TRAINNG AND CERTIFICATION PROGRAM FOR WHICH YOU ARE APPLYING:**

Most applicants to the Training and Certification Program will be enrolling for the Full Program. There will be some applicants who have had experience, through participation in a university training program or other opportunities, who have sufficient mastery of the competencies to be admitted to an advanced stage of the Program. Please select the level of the program for which you are applying below. For those applying to enter at an advanced stage, please provide detailed documentation of your previous experiences with your narrative statement, along with the reasons you believe you are qualified and ready to enter the program at that level.

Full Program: *I am applying to enter the Training and Certification program at the entry level in order to obtain the most complete training opportunity available.*

Please go to the “Full Program” parts of the sections below.

Fast Track: *I wish to be considered for the Fast Track. I believe that I have sufficient mastery of the internal competencies to enter the Training and Certification program at this level. In my narrative statement, I have detailed my experience and reasons that justify my acceptance to an advanced level of the training program. I have at least three group relations experiences, including at least two conferences attended as a member. (*The third experience can be another conference, participating in any role(eg, administrator, member, or staff), or coursework, or some other GR training experience.)

Please go to the “Fast Track” parts of the sections below.

Direct Certification:  *I have extensive experience as a staff member and director of group relations conferences and wish to be considered for acceptance as an AKRI-certified consultant. In my narrative statement and resume, I have documented my experiences and the reasons that support my acceptance as an AKRI-certified consultant.*

Please submit a full description of your cumulative groups relations experience, two letters in support of immediate certification from qualified, certified AKRI members, and $100 fee.

**PART III: SELF ASSESSMENT NARRATIVES**

Competencies required are listed below. Under each competency, please provide a narrative statement that includes specific personal examples that display your understanding of the competency, a description of the ways in which this competency has been achieved, a description of the ways in which this competency has yet to be fully achieved, and your plans to more completely develop it. Such statements may be of any length.

**FULL PROGRAM:**

**Self Assessment of Preliminary Core Competencies**

Given your group relations conference and/or group relations class experience, please assess yourself on the following preliminary core competencies, providing examples that demonstrate your learning about, understanding of and mastery in implementing each competency:

1*. The ability to be reflective and self-examining.*

2. *An understanding that the task of the consultant is to further the study of authority*

*relations.*

3. *The embodiment of genuine curiosity about what is happening in the group as a*

*whole.*

4. *An acceptance that the experience of others is as valid as one’s own.*

5. *The capacity to be vulnerable in the service of one’s own learning and the learning of*

*the group.*

6. *The capacity to work collaboratively with the experiences of others in understanding*

*the group or conference as a whole.*

**FAST TRACK:**

**Self Assessment of Core Competencies**

Given your group relations conference and/or group relations class experiences, please assess yourself on the following core competencies, providing examples that demonstrate your learning about, understanding of and mastery in implementing each competency:

1. *The capacity to be vulnerable in the service of one’s own learning and the learning of*

*the group.*

*2. Demonstrates the capacity to maintain role and task boundaries in the face of positive*

*or negative responses from others.*

*3. Demonstrates an understanding that taking up authority may include tolerating*

*loneliness, derision, or being misunderstood.*

*4. Demonstrates the ability to reflect on and express one’s internal experience rather*

*than acting on it.*

*5. Demonstrates a respectful stance toward others’ learning and experience and*

*embodies genuine curiosity about what is happening in the group as a whole.*

*6. Demonstrates the courage to speak what is felt to be unspeakable in the particular*

*work context as long as it relates to the task of the group at hand.*

*7. Demonstrates the ability to recognize that individuals “carry” or express some aspect*

*of the experience of the group as a whole, e.g. scapegoating and rescuing.*

*8. Demonstrates an appreciation of the range and complexity of unconscious activity.*

*9. Demonstrates the capacity to adapt role behavior to suit the task of the group.*

*10. Demonstrates the ability to shift one’s attention to consider intrapsychic,*

*interpersonal, group, and intergroup perspectives in order to understand what is*

*happening in the group as a whole.*

*11. Demonstrates an understanding of how elements of one’s own identity and history*

*affect one’s work as well as calling forth particular fantasies and projections from*

*others in the context of groups.*

*12. Demonstrates an understanding of how organizational dynamics reflect the larger*

*socio-political context.*

*13. What is group relations and how is it different from other group learning activities?*

**PART IV: REFERENCES**

Regardless of the level of training and certification program for which you are applying, you are required to ask two other people (at least one of whom must be an AKRI Member) to fill out the Reference Form (below) for you. If you are requesting to enter the training program at an advanced stage, both letters must support your request with documentation, including specific examples, of the recommender’s experience of your mastery of the internal competencies and, if applying to be certified based on very extensive experience practicing group relations conference consulting, the recommender’s familiarity and observation of your work as a consultant/director of group relations conferences. The Reference Form should be completed by each reference and returned directly to the T&C Committee at: akritc@yahoo.com.

Name of Reference #1

Name of Reference #2

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Signature Date

**A. K. RICE INSTITUTE**

**for the Study of Social Systems**

May 2018

**Training and Certification Program**

**REFERENCE FOR APPLICANT TO THE AKRI TRAINING AND CERTIFICATION PROGRAM**

**FULL PROGRAM OPTION**

Applicant’s Name\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Reference’s Contact Information**

Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Address: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

City: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

State/Country: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Zip Code: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Telephone: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Email Address: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Please briefly describe how you know the applicant (e.g., in what capacity, for how long, etc.):

The person applying for the training and certification program who has requested a reference from you has indicated that: *S/he is applying to enter the Training and Certification program at the entry level in order to obtain the most complete training opportunity available.*

Based on your knowledge and experience of the person applying for the training and certification program, please provide a narrative statement addressing and assessing the competencies listed below, using specific examples, whenever possible.

1*. The ability to be reflective and self-examining.*

2. *An understanding that the task of the consultant is to further the study of authority*

*relations.*

3. *The embodiment of genuine curiosity about what is happening in the group as a whole.*

4. *An acceptance that the experience of others is as valid as one’s own.*

5. *The capacity to be vulnerable in the service of one’s own learning and the learning of the*

*group.*

6. *The capacity to work collaboratively with the experiences of others in understanding the*

*group or conference as a whole.*

Thank you. Please send this to us at akritc@yahoo.com.

**A. K. RICE INSTITUTE**

**for the Study of Social Systems**

May 2018

**Training and Certification Program**

**REFERENCE FOR APPLICANT TO THE AKRI TRAINING AND CERTIFICATION PROGRAM**

**FAST TRACK OPTION**

Applicant’s Name\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Reference’s Contact Information**

Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Address: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

City: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

State/Country: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Zip Code: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Telephone where you prefer to be contacted: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Email Address: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Please briefly describe how you know the applicant (e.g., in what capacity, for how long, etc.):

The person applying for the training and certification program who has requested a reference from you has indicated that: *S/he wishes to be considered for the Fast Ttrack. He/she believes that he/she has sufficient mastery of the internal competencies to enter the Training and Certification program at an advanced level.*

Based on your knowledge and experience of the person applying for the training and certification program, please provide a narrative statement addressing and assessing the competencies listed below, using specific examples, whenever possible. Please detail your experiences with the applicant as a consultant and/or director in group relations conferences, paying particular attention to his/her mastery of the internal competencies necessary to consult at group relations conferences

*1. The capacity to be vulnerable in the service of one’s own learning and the learning of*

*the group.*

*2. Demonstrates the capacity to maintain role and task boundaries in the face of positive*

*or negative responses from others.*

*3. Demonstrates an understanding that taking up authority may include tolerating*

*loneliness, derision, or being misunderstood.*

*4. Demonstrates the ability to reflect on and express one’s internal experience rather*

*than acting on it.*

*5. Demonstrates a respectful stance toward others’ learning and experience, and*

*embodies genuine curiosity about what is happening in the group as a whole.*

*6. Demonstrates the courage to speak what is felt to be unspeakable in the particular*

*work context as long as it relates to the task of the group at hand.*

*7. Demonstrates the ability to recognize that individuals “carry” or express some aspect*

*of the experience of the group as a whole, e.g. scapegoating and rescuing.*

*8. Demonstrates an appreciation of the range and complexity of unconscious activity.*

*9. Demonstrates the capacity to adapt role behavior to suit the task of the group.*

*10. Demonstrates the ability to shift one’s attention to consider intrapsychic,*

*interpersonal, group, and intergroup perspectives in order to understand what is*

*happening in the group as a whole.*

*11. Demonstrates an understanding of how elements of one’s own identity and history*

*affect one’s work as well as calling forth particular fantasies and projections from*

*others in the context of groups.*

*12.Demonstrates an understanding of how organizational dynamics reflect the larger*

*socio-political context*

Thank you. Please send this to us at [akritc@yahoo.com](mailto:akritc@yahoo.com).

**Application Fee:**

Fees differ, depending on which level of the certification process applicants enter. For program admission to the Full Program, $300.00 must be paid online (at [www.akriceinstitute.org](http://www.akriceinstitute.org/)) at the time an application is submitted. $300.00 more will be due when an applicant has been accepted into program, receives the Group Relations Readers, and participates on the initial webinar on theory. For program admission into the Fast Track, $300.00 must be paid online at the time an application is submitted. For both groups, additional fees are due according to the schedule posted in the T&C Program Introduction and on the AKRI website in the section entitled, “Membership”). For those applying for immediate certification, a $100.00 fee is due at the time of application.

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