1. **K. RICE INSTITUTE**

**for the Study of Social Systems**

**January 2022**

**Training and Certification Program**

**REQUEST FOR CERTIFICATION**

After serving on two conference staffs as a “Consultant Candidate” the final steps are:

* Completing the third set of narratives, attached below, that focus on the ***“craft of consulting.”***
* Providing a list of the learning activities in which you participated since entering the Training and Certification Program. (e.g., conferences, training events, study groups, classes, webinars, and related events).
* Your mentor endorses your readiness for certification in a letter written to the T&C Committee.
* A final payment of $300, which can be paid through the AKRI website.

**NARRATIVES**

**Phase III: *The Craft of Consultation and Understanding the Consultative Stance***

As with the earlier narrative statements, we rely primarily on applicants’ ***first-person narrative description*** of their experiences. Throughout, we focus on connecting to the deeper of texture of collaboration with others, of meaningful reflection and self-examination, and of using one’s vulnerability in the service of learning.

Except where group relations conference experience is specified, please feel free to draw from whatever experiences have led to your insights/understanding. This includes online as well as in-person experiences, experiential learning events of any sort, and experiences in everyday social systems such as families, community, or work settings.

**Please respond to the following prompts:**

1. What is your understanding of the conference consultant’s role in furthering the experiential study of leadership and authority?
2. Reflect on your experience of the difficulty of maintaining task and boundaries in the face of powerful positive and/or negative reactions of others.
3. Describe a situation in which you felt a consultant was “out of role.” Why do you think this happened, what was done about it, and what was learned? Have you experienced being “out of role” as a consultant? Why do you think this happened, what was done about it, and what did you learn?
4. What is the task of review and application groups? What is a good example of a challenge/dilemma you encountered when consulting to these events?
5. How do “here and now” conference events, contrasted with “there and then” conference events, alter one’s relationship to members.
6. What is an example of how staff group dynamics have affected a conference or similar event? How did this impact the overall work?
7. Describe an experience when collaboration among the staff was required to understand a group or institutional dynamic.
8. How do you understand the relationship, as a staff consultant, to the director and the director’s authority?
9. What does the term “the institution in the mind” mean to you and how it might be useful in understanding how people take up their roles in any system or organization?
10. Describe an experience in the Institutional Event (or similar event) that revealed something about the overall conference institution.
11. What aspects of your identity might be associated with social and/or economic inequality? Describe an event where this impacted your work.
12. How do you understand the “consultative stance” in settings other than group relations conferences?
13. Is there anything else that you would like to add for our consideration?