



EDITORIAL BY YVONNE AGAZARIAN

What is strangest about putting a Theory of Living Human Systems into practice is that we keep discovering new ways of understanding it. Small refinements are making a very big difference, and best of all, many of them are coming from the membership.

Perhaps one of the simplest yet most significant is Rich O’Neill’s suggestion that the label for the third phase of system development be changed to include play. So, instead of calling Phase Three “interdependent work” it has become “Interdependent work and play.” His suggestion reflects the shift in focus that was underlined in our last management group: a determined effort to increase the pleasure in our SCTRI lives, not only in our work but outside work as well. Thus, before we volunteer for a job another requirement is emerging, not only to have the time, energy and resources—but the conditions to have fun as well! As a system we are catching up with VAG (the SCT video action group) who do not start work until after they have had fun!

Una McCluskey’s work on Attachment has introduced another significant contribution to understanding how to practice SCT. Una introduces us to the research that indicates that it is not until the care-giving and care-seeking system “is switched off” that the “exploratory system” can be switched on. This has, of course, enormous implications for applying SCT in therapy, and adds another dimension to our therapeutic practice. The “therapeutic alliance” that is essential to successful therapy can be reframed as an empathic attunement that satisfies the care-giving and care-seeking system sufficiently for the exploratory curiosity to be switched on. As we know, curiosity is a necessary condition for SCT therapy, and we now have a simple force field to remind us what to do to turn on curiosity: Release the exploratory drive —><— by sufficiently satisfying the care-seeking, care-giving system that is serving as a restraining force.

In a recent theory seminar we discovered another dimension to the techniques for undoing anxiety. When we developed the idea of the fork-in-the-road, we discovered the major difference between SCT and Cognitive Therapy: the fork-in-the-road between the cognitive distortion (a defense), the symptoms the distortions generate (anxiety) and what in the experience of the present we would be paying attention to if our energy were not diverted into anxiety provoking thoughts. Most of us also know that undoing anxiety is one of the essential ways of re-vectoring our energy away from past, present and future irreality into the existential reality of the present. What we have not been so clear about is what we do with the energy once it is available in the present. We can experience relief, without necessarily having the curiosity to discover the internal conflict, emotion or impulse that we avoided by taking flight into the future. We do, however, seem to be extending the ways in which to explore and influence our external reality. The work is not only to get relief,

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nor just to identify and explore our personal reactions, the work is also to address the conflicts in the context, and to generate hypotheses and plans in reality so that we can test out ideas in relationship to future goals.

This fits into the ongoing challenge of translating the way we present SCT from a therapist's perspective to the way we present SCT as a business consultant. The ideas remain the same, the techniques remain the same, but our language and presentation need to be significantly different.

For example, SCT training systematically leads up to understanding and implementing the role of member, in which members learn the process of not taking things just personally in subgroups. This leads to acquiring an ability to select, from one's person system, the specific resources that we need to take up our member role, in the specific context and in relationship to the goal of the context.

Whereas in SCT training for therapists we acquire this understanding gradually, in the context of subgrouping, by systematically reducing the things that get in the way (the restraining forces) so that our energy is freed to discover things about ourselves as people and as members of our subgroups and the group-as-a-whole. We also come to recognize that each phase of system development is a context that determines what goals we can reach, and what goals we cannot.

In consulting to an organization or a department or someone who is in a work role, it seems to be a good idea to start where our training ends! To start by introducing the idea of role, goal and context *before* we introduce subgrouping! It is often not realistic to expect business colleagues to subgroup around functional similarities in the context of a status hierarchy where the communication patterns serve to maintain the hierarchy. We are discovering that introducing role, goal and context first introduces a practical and operational frame which has immediate practical payoff. It also lowers anxiety by shifting the focus away from problem individuals (where the conflicts are assumed to be in a personal context and the role of scapegoat or identified patient is reinforced rather than reduced) to conflicts around goals and roles in the context of a system.

Looking back, we see that we have already pioneered this orientation in our couples work, where we orient our couple away from their dissatisfaction with each other and towards their conflicts in the system. We also orient our couples away from taking things just personally by orienting them towards their roles in the system. In a traditional marriage, for example, we draw attention to the interdependent roles of husband and wife with the goal of managing the business of the marriage;

the interdependent roles of father and mother with the goal of socializing children; the interdependent roles of man and woman with the goal of intimacy, and the roles of person and person with the goal of developing a context in which both can thrive.

Generalizing to business consultations, the organization is the system, the organizational chart diagrams both the roles in managing the business, and the formal channels of communication. When conflicts are approached by exploring what resources are needed within the role to move towards the goals of the role, the department, the organization, and also the goals of the person within the role, the way is paved for reducing the restraining forces that get in the way of being able to work towards the different goals.

Changing the language to match the context is of course important. For example, when business clients make the familiar prediction that "it won't work, it never did in the past and won't work now" the response is not to formally undo the anxiety that is generated by negative predictions, nor to remedy the pessimism that is generated by selected memories from the past. Instead, the intervention draws the client's attention in a problem-solving frame. Their attention is drawn to the fact that they have leap-frogged from the past to the future, right over the present.

The question "how is the present different from the past?" is not oriented to the personal repetition compulsion and transference, but rather to specific fact-finding and requires clients to observe their context. "How many other ways can we predict the future?" is not oriented to whether or not they believe they can predict the future, but to brain-storming their way out of the box. It is a satisfying fact that both the theory and the methods are standing up to different contexts —and require modifying nothing more difficult than the language and the techniques.

Before this editorial gets too long, I want to ask all of you to let me know what are the different ways that you have discovered new implications from SCT work - what differences have you introduced in your practice, and what similarities between SCT and other approaches have you discovered.

I wish you and yours the best of this New Year, may you sit at the edge of the unknown, curious as to what it will bring. ♦

Across the Boundaries

Welcome to the inaugural appearance of *Across the Boundaries*.

In this column, we'll provide an opportunity to share especially poignant moments where you notice SCT working in your everyday life. These moments may be in the forms of "AHA'S," revelations, renewed energy, or humor—anything that captures the spirit of SCT in the world. Enjoy this first edition.

A woman came for a first session that was scheduled to be a couples' counseling. We got started and I asked her how she felt about her husband not coming. She had two feelings—glad he wasn't there so she could talk freely and sad because he didn't come which meant he didn't love her, and she started to cry. She would start to cry at every intervention I made.

We had about 15 minutes left in our session when I vectored her energy toward being centered. When she was fully centered, I asked her the three questions for anxiety in the context of her crying—no, she did not have a thought—yes, she was having bodily sensations (a flow coming from her belly up through her body and into tears—which was a familiar experience). Was she at the edge of the unknown? YES. Light bulbs went off in all directions, color came into her face and she came alive. What a dramatic boundary crossing that was for both of us!

—Elaine Pratt

In a particular therapy group I lead, I have tried many ways to orient the group to the importance and power of joining on similarities as a way to deepen the work. Yet the pull to differences in this group is sometimes stronger than my heroic pleading (hear the words of a low-grade role lock?). So I tried a different approach recently, one that seems to have worked by doing what I'd been preaching:

“Group, did you hear the story of the two exhausted and out of breath SCT'ers who finally made it to the top of a steep hill on a tandem bicycle? The rider in the front said, “Wow that was the most difficult hill I've peddled in a long time.” The behind rider said, “It was a huge challenge—and if I hadn't kept the brake on all the way, we would have slid back down that damn hill!”

We had a good laugh, and its usefulness seems to have been in creating a kind of work joke for the group. Now they make reference to it in a light way and the information in the communication seems to cross the boundaries of the system with much less noise—my own and theirs.

—Rich Armington

Joining the sleeping subgroup... There are occasions when I wake up before morning, and at these times my bed partner John is almost always asleep. I have acted out my envy and, OOPS, just accidentally tossing and turning enough to wake him up and then quickly go victim and complain about how I am not able to sleep. I have explained cognitive constructions to myself in elaborate and anxious detail. I have explored my own frustration. Once I even oriented myself to the goal of returning to sleep. And then I developed a plan.

I take up membership in the sleeping subgroup. First I began with what I know best how to do: as-if subgrouping with a focus outside of myself. I would study John's breathing and his body postures and then adopt those for myself. This was a preliminary step. It reminded me of sleep behaviors like a slow breath, no tension, and no evidence of thinking. After giving these some practice, I made the internal shift to a focus on my own version of these member behaviors. I open up to my experience of breathing with an increasingly sleepy eye on the goal of returning to sleep. When I get as far as I can I make room for John's build (talk about the key importance of the silent member!!!) and then I come back in with my next piece, maybe less tension. I never know which step is the last one, and I usually fall back to sleep.

Except, of course, for this particular morning when the exciting thought of writing this all down for the newsletter energized my work so much that there was no chance of rest. So I am here at the computer typing instead, feeling curious to know if I have a subgroup!

—Katherine Straznickas

My husband Steve just had his first experience of SCT during the November weekend conference. A few days later we were having an argument and I was EXPLAINING my anger in rather large, loud ways. He stopped me by saying—“Can you make eye contact with me and bring your anger into our relationship?” Moved us to a surprising new place.

—Beulah Trey

Send your own contributions for future columns of *Across the Boundaries* via E-mail, fax or street address to Raylynn Hughes
rhughes@randomc.com • fax 404-378-6242 • 756 Dalerose Avenue, Decatur, GA 30030.

Surprises and Learnings From the Observer Role

BY CAROL WALTON

During the past year, I have been in the Observer Role in four different Foundation Level Groups in Austin, TX, Atlanta, GA, and London, UK with three different leader combinations. I have become fascinated with Leader interventions that are directed to an individual member which help the member develop his or her Observing Self System in a way that helps the member move toward membership in the subgrouping a little later in the group life. The intervention precedes the member-to-member subgrouping we are familiar in the life of all SCT groups and is more common as members become more skilled at the process of subgrouping with one another.

Leaders use fewer of the interventions I am describing as a group becomes more proficient at subgrouping. Examples of the type of interventions I describe are in *Systems-Centered Approach to Inpatient Group Therapy*, pages 39-49 and following. They help the member begin to observe something about themselves and/or the group in a way that moves the member from a “pat” answer to one that involves some discrimination and some observation in the “here and now.” They clearly promote the development of the observing self-system and the infusion of energy into the member role as can be seen with the “yes” of an answer with accompanying energy. (*Inpatient Group Therapy*, p.45, Jane’s yes). Many of the interventions are boundarying interventions that follow the hierarchy of the Phases of Development, especially undoing ambiguity and other social defenses. Many of the boundarying interventions are

accompanied by normalizing frames (*Inpatient*, page 44, Y and June).

From my observation it is also clear that the interventions that work are not explanations or reassuring comments from leaders which many of us tend to make easily in the role of leader depending on our training. One of the things that stuck me the most is the attuned nature of the interventions. I have the impression of a small puzzle being noticed, worked and solved by the leader and member—a puzzle noticed first by the leader and then brought to the attention of the member with enough humility to slip past the person’s defenses and catch the curiosity of the member (with the help of the self observing system) and then enough knowledge and willingness to solve it on the part of the leader to sustain the member as he or she takes the journey into an unknown. It is the very smallness of the interchanges that make them seem easy. It is more deftness. And the qualities that make the interventions successful are not easy to articulate or tease out. Identifying them as boundarying interventions does not do the trick.

I am curious if anyone else has thoughts about the interventions I am describing. They are especially useful in early group work and in an ongoing way in individual work. I think the more we can connect the theoretical part (boundarying intervention) to the fleshed-out practical part (dialogues like those in *Inpatient Group*) the more we can learn to use and replicate them as they are appropriate. ♦

USE OF THE SCT® TRADEMARK

Only licensed practitioners of SCT can call themselves **Systems-Centered** anything!

All others call themselves **Systems-Oriented** and **MUST** be careful not to link that nomenclature to SCT or Systems-Centered.

Anyone who wants to use SCT or Systems-Centered or SCT materials, and who is not licensed, must apply to Yvonne Agazarian directly.

AS WE LOOK FORWARD TO CONFERENCE 2002...

A MEMORABLE MOMENT FROM 2001

My most memorable moment was when, on the last day's evening of the Conference, I visited a baseball game. Rich Campa invited me so kindly, that I couldn't refuse it. Inside, I supposed, it wasn't more than a boring soccer match in my country. But it turned to be much more than that!

Firstly, I could feel part of a family-like SCT group—Beth, Sven-Erik and Mark along with Rich—with shared history, language, and values. Secondly, the game and the well-designed "American show" around it made the atmosphere similar to a big party in the air. Thirdly, the full moon in the clear sky represented a "direct" connection with my motherland. Altogether: it was a splendid moment of isomorphy!

—Attila Grünceisz
Budapest, Hungary

SAVI—SHEDDING LIGHT ON THE YELLOW LIGHT

BY ANITA SIMON

This is one of a continuing series of articles about SAVI - the System for Analyzing Verbal Interaction, developed by Yvonne Agazarian and the author in 1964.¹

The rows of the SAVI GRID carry information about the likelihood that a particular behavior will transfer information that a sender is intending to transmit to a listener. The behaviors in the top row, the Red Light (or Avoidance) behaviors, - minimize the likelihood of information transfer while those in the bottom row, the Green Light (or Approach) behaviors, maximize that likelihood.

So what about the middle row—the Contingent or Yellow Light Behaviors? Well, you just can't say much about the information-transferring potential of these behaviors if you consider a single behavior standing in isolation. For example, by itself, the statement "I'd like to see the new film opening at the Bijou on Friday night," doesn't lead us to easily predict whether or not the information contained in the sentence will be processed, nor what the effect will be on the communication climate.

If, however, we place that statement in the following two communication contexts, we can see how it's effect is contingent on the climate already established:

RED LIGHT CLIMATE

YOU: You never want to go to my Mother's house for dinner. She looks forward to seeing the kids, and you act like you don't want her to get to know them.

ME: I like seeing your Mom, but I don't like to go every Friday night!

YOU: We haven't gone for 4 or 5 weeks.

ME: You know very well I've had that big project—I've been working nights and weekends all month and it's still not done! You worry more about your mother than you do about me!

YOU: That's so unfair—I have picked up all the slack for a month—I've kept the kids busy so you could work almost every night, and I've done the garden and taken down the screens and done your other chores. I want us to go to Mom's Friday night.

ME: **I want to see the opening of the new film at the Bijou on Friday night.**

YOU: I just knew it! I knew you would find some reason not to see my mother.

GREEN LIGHT CLIMATE

YOU: I know you've been working solidly all month on your project and that you haven't been free to go to my Mother's to have dinner with us. I really want us as a family to be with my Mom for dinner this Friday.

ME: I hear how much you want us all to have dinner at Mom's. I want the kids to see Mom and I know she wants to see them.

YOU: Do you want to go on Friday?

ME: I feel conflicted. I want to go with you and the kids and **I want to see the opening of the new Film at the Bijou on Friday night**, and I want to stay on my time line. Will you help me think this through?

YOU: I'm right with you. I want you to go with us, and I want you to have a break and do something relaxing—you've been pushing pretty hard—and I want you to meet the deadline. Yes, let's talk.

In the Red Light climate, Yellow Light behavior gets swept up and used as ammunition. In a Green Light climate, the same Yellow Light statement gets used as a resource for solving the problem. That is why another name for Yellow Light Behaviors is "Contingent" behaviors—how the information they contain is contingent on the communication climate (Yellow-Red, Yellow-Green, Yellow-yellow).

People often make the mistake of thinking that if Red Light behaviors inhibit communication and Green Light behavior maximize it, then Yellow Light behaviors are halfway between—i.e., they do a medium good job of transferring information. Not so! Think about Yellow Light behaviors this way: They are the behaviors that carry the information that is to be transferred to the listener. These behaviors can be thought of as *unsolicited, neutral, information*. In isolation, each Yellow-Light behavior, therefore, has an unpredictable effect on the quality of information transfer. But, as soon as a Yellow Light behavior is linked to either a Red or a Green Light behavior in a sequence, it takes on—is contingent on—the communication potential of whichever row it is linked to, Red or Green. For example:

YELLOW: I'm a teacher. I teach in the inner city.

RED: I've always believed: "Those that can't do, teach."

YELLOW: I'm a teacher. I teach in the inner city.

GREEN: What's it feel like for you—teaching in the inner city?

continued—next page

SAVI—SHEDDING LIGHT ON THE YELLOW LIGHT

FROM PREVIOUS PAGE

Next, let's look at what happens when a Yellow Light behavior is met by another of its own kind:

YELLOW-YELLOW

ME: I'm a teacher. I teach in the inner City.

YOU: I'm a supervisor of student teachers.

ME: I think student teachers should have to do practice teaching for two years before they get classroom of their own.

YOU: I think that government should fund student teachers during their practice teaching.

ME: I went to New Mexico last summer; they require 2 years of student teaching before they get a classroom of their own..

YOU: I went to California last summer. They fund student teachers during their practice teaching.

Although each sentence, in isolation, transfers data or opinions of the speaker, the effect of the build-up of "unprocessed" information creates ambiguity which frequently generates frustration. It's as if the two of us are throwing bottles containing our messages into the ocean, and they float away. And at the same time, each of us is getting these other bottles with messages that have no connection with the message we sent out.

There is one particular series of Yellow Light behaviors that is almost incendiary, although again, each statement taken in isolation, is innocuous. Four Yellow-Light narrow questions in a row act seem to act like an attack. For example suppose you and I were talking, and I launched the following dialogue:

ME: **Where did you get that sweater**

YOU: At Bon Ton de Jour

ME: **How long have you shopped there?**

YOU: Ever since it opened, about 5 years, I guess.

ME: **Do you buy most of your clothes there?**

YOU: Yes

ME: **Would you say that it is a relatively expensive store?**

Fill in the blank—what are *you* feeling this point?

However, suppose before I asked you the questions, I gave you a context : (e.g., "I'm taking a poll on where well-dressed people (*or psychologists, or students, etc.*) buy their clothes in this area. May I ask you some questions about where you shop?" Would that make a difference to you?

What do you think are the implications asking a sequence of narrow questions in the role of therapist, or when angry at a child or when disciplining an employee.

In summary, Yellow Light behaviors are where most new information useful for group work comes in. By itself, information about the yellow row does not tell us anything about the group's ability to process information. A group with 70% of its behavior in yellow light can be highly effective if the other 30% is in Green Light Behaviors such as paraphrasing for clarify of understanding, building on the new ideas brought in, processing feelings, answering questions directly, and so forth.

In contrast, the same 70% of yellow light behaviors can result in a group feeling stuck or perpetually contentious, if the other 30% are Red Light Behaviors such as attacking, mind reading, yes-butting, sarcasm, joking around, and so forth

Just as an experiment, try role-playing staying in yellow light while someone talks to you only in Red. Watch what happens to your ability to keep staying neutral and informative (goal orientation)? And, watch what happens to your feelings (morale).

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Author's note: please e-mail me (anitasimon@aol.com) with any role plays you'd be willing to share, or any questions this raises for you. As always, your comments are appreciated.

—Anita

¹ Background and preceding articles, are in the process of being added to the website www.systemscentered.org. Order back copies of the Newsletter by contacting SCTRI, 2103 N. Decatur Rd, Decatur, GA 30033, phone/fax 404-378-7355.

SCT MINI-BULLETIN BOARD

MESSAGE FROM SERGE PRENGEL

I'd like to enlist your help in spreading the word about the www.AdieuWorldTradeCenter.com site. It is about using a creative process as part of the healing.

Serge

serge@missioncreative.com

TELEBRIDGE TELECONFERENCING AVAILABLE TO MEMBERS

Members can schedule SCT-related conference calls on the SCTRI teleconference bridge by sending email to admin@systemscentered.com or calling Raylynn Hughes at 404-378-5709.

A schedule of bridge meetings is posted on the SCTRI website at www.systemscentered.com, in the training section.

SCT[®]RI Membership Directory Updates

The following are updates to the printed directory (as of January 2002.) For the most current contact information on members, please use the online directory at www.systemscentered.com in the Member Section of the website.

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SCT Reports and Updates

CONFERENCE 2002

APRIL 13-19TH IN PHILADELPHIA

Plans for our Conference 2002 in Philadelphia are beginning to take shape and we are looking forward to welcoming everyone to Philadelphia. We are excited to be offering a diverse program in both the Pre-conference Institute on the weekend and the conference itself during the week. We have worked to include many workshops for participants who are curious and new to SCT as well as more learning contexts for those with more experience.

The detailed program is on the SCTR website (www.systemscentered.com) and will be in the mail by the time you receive this newsletter. This year we have paid particular attention to offering workshops and application sessions for all levels of experience as well as focusing in on using the Theory of Living Human Systems and Systems-Centered Methods and Techniques as an innovative approach to change in the contexts of psychotherapy practice, organizational consultation, research and thinking the "big picture." Also, as always, the conference will provide opportunities for ongoing training at the foundation, intermediate and advances levels.

This year the conference is not only sponsored by the Systems-Centered Training and Research Institute but also Co-Sponsored by Widener University and the Pennsylvania Chapter of the National Association of Social Workers. We will be able to offer CE credits for Social Workers, Psychologists and some other Mental Health professionals.

As in previous years, we will be implementing our organizational policy of supporting international participation by providing local housing for those of you who are interested in traveling from overseas. We also have a scholarship available for someone from any of the Eastern European countries who would not be able to attend otherwise. For our United States members, there are work exchange opportunities available, inexpensive housing choices and childcare arrangements that can be made through our local planning group.

Philadelphia is a lovely city in the spring and one of the oldest in the United States, holding the physical sites of the "hot bed" of revolutionary change and social and cultural diversity. We are looking forward to providing you with an experience of Philadelphia from an insiders point of view.

The local planning group has arranged trips and tours for the Wednesday afternoon, and will work with you to plan independent excursions throughout the city and great dining experiences. We are looking forward to seeing you in the spring. If you have any questions, please feel free to contact me, Fran Carter (carter2229@aol.com) or Claudia Byram (cbyram@qwestinternet.net).

—Fran Carter, Conference Co-Director

CONTINUING EDUCATION CREDITS AND SCTR

For those of us in mental health, continuing education credits are often required to enable us to keep our credentials. One service provided by SCTR is help for trainers in obtaining continuing education credits for SCT training events. As a result of these efforts, SCTR is qualified to award American Psychological Association approved continuing education credits, allowing the Conference and other training events to offer these credits.

Continuing education credits in social work, marriage and family therapy and professional counseling present a more complex challenge. Credit in these fields is approved on a state-by-state basis, and while some states accept credits approved by others, some don't! In these cases, the ability to grant credits for any one event depends on the trainer and on any help SCTR and the local SCT organization can offer. So, at the overall organization level (especially in the Trainer's Group and the Steering Group) we are looking at what we can do to support local organizations and trainers as they identify local processes for getting events approved for credits.

Primary administrative responsibility for continuing education credits rests with the SCTR administrator. We need, however, a work exchange person who can help with the administration. If you are an SCT member and in regular training, you could qualify! The training exchange for your work is Conference fees (part or all, depending on how many hours you invest). To register interest for the job, contact the SCTR administrator Kathy Lum, phone (404) 378-5709 or fax (404) 378-8970.

—Claudia Byram

DETAILED CONFERENCE 2002 INFORMATION ON THE SCTR WEBSITE

WWW.SYSTEMSCENTERED.COM

SCT Reports and Updates

WHAT'S NEW ON THE WEBSITE!

Our website homepage is getting a major facelift, thanks to the talent of Bart Driscoll sponsored by Claude Marchessault. Many thanks to both Bart and Claude! Their expert on navigation saw no room for improvement, with we passed on with gratitude to Cheryl Leventhal for her foresight and planning.

A second piece of good news is that we now have an actual Website Work Group, with Susan Cassano, Claudia Byram, and Cathrine Brown working together with our administrator to ensure current accurate information on training is always available.

Last, but far from least, we have two exciting additions to the site. One is a direct link from the homepage to SAVI, where Anita Simon's articles will be housed with a direct link to her email. The other is a home for written Works in Progress, whereby a member can post any article they're working on and receive feedback and support from our membership. As this is developed, Cathrine will be sending explicit instructions on its use via both the listserve and the website. She is also in the process of rebuilding our bulletin board so SCT interest groups will have a place to share discoveries and learnings..

—Susan Cassano

REPORT FROM THE STEERING GROUP

We have spent since last October working in our new structure as a smaller Steering Group, currently with four of us, down from our previous size of 14 members. This change came out of the work of the last Management Group with the goal of freeing energy in the organization for the work groups and freeing the steering group to do its work. (See the last newsletter update and management group minutes for details, both available on our web site in the Members section, www.systemscentered.com).

The four of us (Yvonne Agazarian, Susan Gantt, Dorothy Gibbons and Jon McCormick) have been busy in our weekly meetings working out the new function of the steering group. The Management Group guideline to us was that our job was linking, and facilitating linking throughout the organization, rather than doing the work ourselves. Taking this charge to heart has required containing the temptation to do work that does not yet have a place and instead to continue to clarify and delegate (which makes room for the work groups to do their work and means letting go of control—challenge indeed). This shift in our function has led to us discovering the “gaps” that were not so apparent when we

just plugged them. For instance, we discovered that we need a newsletter editor (anyone interested?) to work with Raylynn Hughes who will continue to do the job of putting the newsletter out. Temporarily, the steering group is taking on this function.

Another directive from the last management group was to explore the issues around fundraising. With this in mind, we have made finances a priority in clarifying policies and structures in the organization. Clarifying our current sources of income (membership dues, the conference, and donations from members) lead to us setting the goal of moving toward generating enough income from membership dues and the conference to fund our organizational activities without donations. This helped us understand that the conference is our major organizational fund-raising event and our largest source of income. Once we understood this, it was much easier to set policies about the conference finances that reflected this goal of fund-raising. We have also implemented the dues increase previously approved by the management group, also designed to put us on more solid financial footing.

We are enjoying the new steering group structure and have ended up tackling all kinds of policy issues that contribute to our clarifying organizational structure. In doing this, we are starting to discover where the organizational structure is working well, where it is not yet clear and needs the management group to clarify it, and where the structure is clear and not yet implemented. Increasingly we are able to discriminate “person” from “role” so that we can get the organizational functions housed in a role. As always, we are discovering as we go, and taking seriously the management group charge to us to keep our eye on organizational vision and future directions.

And lastly, on the practical side, we have hired a new administrator to take over from Raylynn Hughes. All of our very best wishes to Raylynn as she takes on her new full time librarianship. (She will continue with us doing the newsletter) and much appreciation for her hard work with us over the past year. In this transition, we are also working to shift from all of what Raylynn did personally to being able to clarify the role of administrator .

A big welcome to Kathy Lum who just joined us in the administrator role with lots of skills and expertise in running a small business.

—Susan Gantt

Reports continue—page 17

Systems-Centered® Training Options

This information is for those of you who are interested in the options for learning more about Systems-Centered Training (SCT). The activities described here are part of an emerging network of training resources. These resources can be explored as your interests and skills lead you, or approached in a systematic way with the goal of becoming thoroughly trained in the theory and practice of SCT. Systems-Centered workshops are also often offered through American Group Psychotherapy Association Conferences and the meetings of other professional organizations.

Systems-Centered training is a combination of group work practicum where you learn by working as a member of a group, theoretical and technical training. You can learn about Systems-Centered Training by attending training events at the level that matches your interest and resources - time, energy and money—from exploring SCT to making a commitment to formal training. The time, energy and money invested in SCT training varies from time to time for members, based on life circumstances.

The SCT approach to training is functional. The emphasis is less on “checking off” certain experiences than on actually mastering the theory, methods, and the techniques.

Five working levels have emerged for people interested in learning SCT:

- Exploration
- Foundation Training
- Intermediate Training
- Advanced Training
- Trainer Training

EXPLORING SCT

In exploring SCT you can attend training events once or as many times as you find useful. Some find the training group valuable for their own development; others want to learn the theoretical approach well enough to compare it to their own; others use elements of theory and technique in their current practical applications. At this level of participation, you are your own guide, sipping or drinking deeply as your interests and resources permit.

FOUNDATION TRAINING

Some people discover enough value in SCT theory and practice to consider making SCT a primary orientation to their work. At this point it makes sense that one’s training experiences are building a foundation for later work.

Especially important at this level is the personal development and training that comes from working in an ongoing training group with sufficient intensity to explore and contain one’s own issues with authority. At a minimum, training group and some work with theory are foundations to further work in SCT. If you find yourself exploring this shift into more structured training, you should make contact with an SCT Mentor to find out more about the training process.

INTERMEDIATE TRAINING

Having learned to use SCT as a training group member, to understand basic SCT theory, and to understand and contain the dynamics of their own authority issue, people become eligible to move to Intermediate training experiences. The Intermediate level of training introduces more focus on theory, on the technical skills of SCT, on managing role boundaries, and on containing the dynamics of a group. The transition to Intermediate work increasingly involves working in the Containing role in experiential groups, that is, working as a group member, but with the addition of conscious awareness of oneself as a function of the group and of the group in which one is functioning. Major components of Intermediate training are the Intermediate Skills Training, the Intermediate Mentor Training, and the Authority Issue Group. The Skills Training focuses on the technical skills of defense modification in Modules 1 and 2. The Intermediate Mentor Training focuses on the management of oneself in relation to changing roles and goals as member and mentor. The Authority Issue Group is a training group working the issues of Module 3 in depth. At the Intermediate level, participants work in a Theory group and a Consultation group in addition to their ongoing training group.

ADVANCED TRAINING

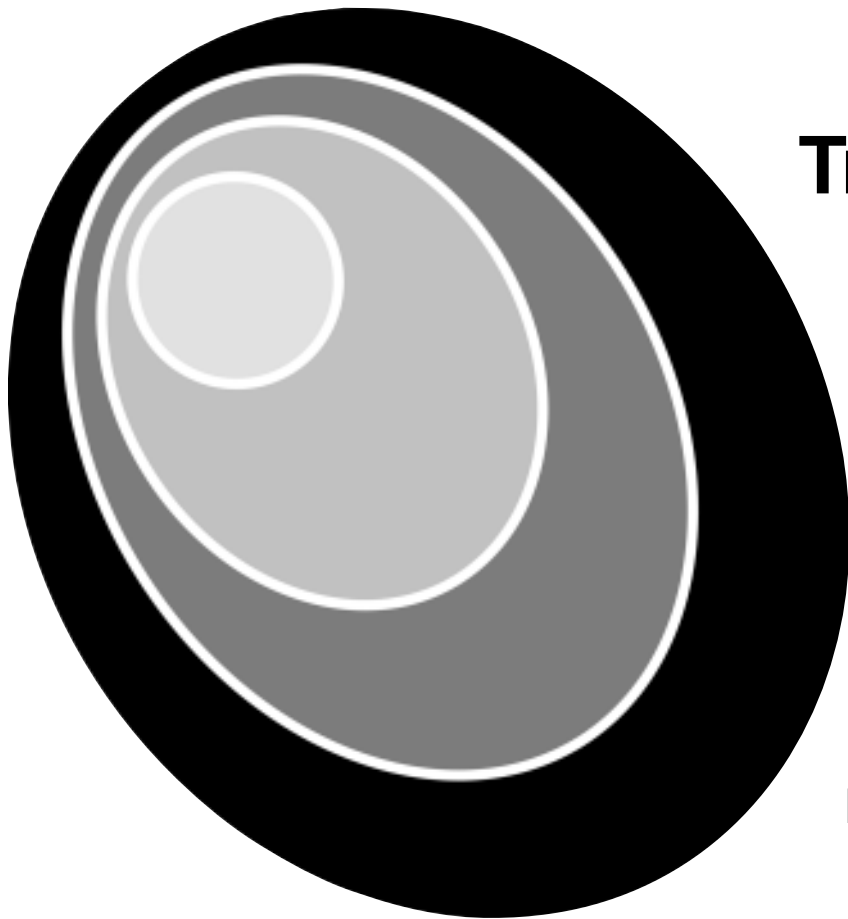
Advanced training roles and activities are emerging. These include a blend of training group practicum, theory and supervised application, with an emphasis on the integration of comprehensive and apprehensive understanding in the context of managing all relevant boundaries in an application setting. One avenue of Advanced training is participation in a process of self-evaluation for licensing with peers.

TRAINER TRAINING

Formal training is still emerging at this level. Some elements of Trainer training are available as staff in SCT Weekend Workshops. ♦

Notice Board

Systems-Centered® Training



Training Events and Workshops

2002

February 2002 Update

*SCT®, Systems-Centered®, and Systems-Centered Therapy®
are registered trademarks of Dr. Yvonne M. Agazarian*

ATLANTA

MONTHLY TRAINING GROUP

with Susan Gantt

Monthly SCT group with group practicum, theory and supervision.

- **Where:** 18 Lenox Pointe, NE
Atlanta, GA 30324
- **When:**
One Friday a month, 12:15-5:30 pm (\$150)
12:15-1:15 Theory and Leadership
alternating months (\$40)
1:20-2:30 Consultation (\$40)
2:35-5:30 Training Group with Review (\$80)
Dates through May 2002: Jan. 11, Feb. 8,
Mar. 15, April 5, May 3.
- **Contact:** Susan Gantt (404) 261-5559 x1
or sgantt@emory.edu

ONGOING TRAINING GROUP

with Susan Gantt

- **Where:** 18 Lenox Pointe, NE
Atlanta, GA 30324
- **When:** 3:00-4:15 PM - every other Monday
- **Registration:** \$40 per meeting.
- **Contact:** Susan Gantt (404) 261-5559 x1
or sgantt@emory.edu

ATLANTA SYSTEMS-CENTERED SYMPOSIUM

with Yvonne Agazarian & Susan Gantt

- June 20-21, 2002: Working with Individuals and Groups: Systems-Centered Methods for Resolving Conflicts and Facilitating Change
- June 22-23: Working with Couples: The Systems-Centered Approach
- June 24: Working with Organizations and Business in the Context of Change: The Systems-Centered Methods
- **Registration:** Each 2-day event, \$350.
10% discount on any two events.
15% discount for all three.
- **Contact:** Susan Gantt (404) 261-5559 x1
or sgantt@emory.edu

AUSTIN

TUESDAY SCT FOUNDATION TRAINING GROUP

with Rich Armington and Susan Lange

Group practicum, theory and forcefield Work

- **Where:** 2525 Wallingwood Drive
Suite #701, Austin, TX
- **When:** 4:00 – 5:30 - every week
- **Contact:** Susan Lange (512) 346-1795

WEDNESDAY FREE WHEELING STUDY GROUP IN AUSTIN

Group meets the 1st, 3rd and 5th Wednesday of the month for SCT training. This group is open to anyone who has been in the role of Mentor in the Skill Training.

- **When:** 12:15-1:30 PM
- **Contact:** Rich Armington (512) 306-0166

WEDNESDAY SCT INTERMEDIATE TRAINING GROUP

with Rich Armington and Susan Cassano

Group practicum and applications work

- **Where:** 2525 Wallingwood Drive
Suite #701, Austin, TX
- **When:** 12:15 - 1:45 - twice per month
- **Contact:** Rich Armington (512) 306-0166
or Susan Cassano (512) 327-4170

THURSDAY SCT TRAINING GROUP

with Rich Armington and Susan Cassano

A combination of group practicum, theory, and skill building

- **Where:** 2525 Wallingwood Drive
Suite #701, Austin, TX
- **Where:** Weekly 8:30-10:00
Thursday mornings
- **Contact:** Rich Armington (512) 306-0166
or Susan Cassano (512) 327-4170

THURSDAY FOUNDATION TRAINING GROUP

with Susan Lange and Sydnor Sikes

Weekly 90 minute sessions to include didactic and group practicum

- **Where:** 4131 Spicewood Springs Rd. G-5,
Austin, TX
- **When:** Thursdays - 12:30-2:00 PM
- **Contact:** Susan Lange (512) 346-1795 or
Sydnor Sikes (512) 469-0582

SCT TRAINING WEEKEND IN AUSTIN

with Susan Gantt, Rich Armington and Susan Cassano

Introductory and intermediate training group membership available. Training roles open to qualified people.

- **Where:** J.J. Pickle Research Center, Austin
- **When:** October 4-6, 2002
- **Registration:** \$375 in advance or on-site.
- **Contact:** Rich Armington (512) 306-0166
or Armington@aol.com

BUSINESS APPLICATION WORKSHOP

with Susan Gantt

- **Where:** Austin, TX
- **When:** October 2002, Exact Date TBA
- **Registration:** \$175 early
\$200 after Sept. 28.
- **Contact:** Juli Fellows, 4131 Spicewood
Springs Rd., Ste G-6, Austin, TX 78759
(512) 346-5830 or DocJuli@aol.com

BOSTON

BOSTON FOUNDATION GROUP

with Fran Carter

- **Where:** 86 Boston Ave.
West Medford, MA 02155
- **When:** 9:00-12:00 noon.
First Sunday of month.
- **Contact:** Fran Carter (215) 988-9523

BOSTON ONGOING TRAINING GROUP

with Fran Carter and Steve Weinstein

Group practicum with lecture.

- **Where:** 86 Boston Ave.
West Medford, MA 02155
- **When:** 1:45-4:45 PM
First Sunday of month.
- **Registration:** \$80 on-site.
- **Contact:** Steve Weinstein (781) 488-3613

BOSTON TRAINING WEEKEND

with Steve Weinstein and Claudia Byram

Training group & didactic with opportunity for Container Role.

- **When:** May 18-19, 2002
9AM-5PM Sat & Sun
- **Where:** Mind Body Assoc. 118 Main St.
Watertown, Mass.
- **Registration:** \$400 early registration
\$450 later
- **Contact:** Steve Weinstein (781) 488-3613

ENGLAND

RESOLVING GROUP AND INDIVIDUAL CONFLICTS IN THE CONTEXT OF CHANGE

with Yvonne Agazarian

- **When:** March 15-17, 2002
- **Where:** The Lansdowne Club
- **Contact:** Mary Horton 0207-387-3981 or
Yvonne Agazarian (215) 561-7428.
Application can also be downloaded from
Notice Board section of website:
www.systemscentered.com

PUBLIC LECTURE - LONDON

With Yvonne Agazarian

- **When:** March 14, 2002
- **Where:** The Lansdowne Club

YORK 5-DAY INTRODUCTORY AND INTERMEDIATE SKILLS TRAINING

with Yvonne Agazarian, Fran Carter, and Susan Gantt

- **When:** September 16-21, 2002
- **Registration:** The training week costs £410
(or £395 if you apply before August 1st.)
The fee does not include lunch or
accommodation.
- **Contact:** Yvonne Agazarian (215) 561-7428,
Fran Carter (215) 988-9523,
Susan Gantt (404) 261-5559 x1 or
sgantt@emory.edu or Liza Miller at
Phone/Fax 011 44 1904 633417
or lizamiller@ntlworld.com

Note: Psychology guidelines suggest we substitute the word "consultation" for "supervision". Supervision is reserved for supervisors who are taking legal responsibility for the supervisee's cases.

**YORK SAVI WORKSHOP
and 2-DAY SCT TRAINING**

with Fran Carter

- SAVI Workshop: December 6, 2002
9AM-12:45PM
- 2-Day Training, December 6, 2002
2PM-7:30PM and Dec 7, 9AM-6PM
- **Registration:** The SAVI Workshop costs £45 and the SCT workshop costs £120. You can save money by attending both for a fee of £150.
- **Contact:** Susan Gantt (404) 261-5559 x1 or sgantt@emory.edu or Liza Miller at Phone/Fax 011 44 1904 633417 or lizamiller@ntlworld.co

NEW YORK

**FIRST WEDNESDAY OF THE MONTH:
INTERMEDIATE SCT TRAINING**

with Yvonne Agazarian & Fran Carter

- **Where:** Washington Square Institute, NYC
- **When:** Theory: 10:00-11:45 am
Consultation Group: 12:00-1:45 PM
Leadership Practicum: 2:00-3:00 PM
Group Practicum: 3:00-4:00 PM
Leadership Skill Training: 4:00-5:00 PM
Groups meet the first Wednesday of each month except August or September.
- **Registration:** Theory \$75, Consultation \$75, Group with Leadership Practicum \$90, Review \$35 additional charge. Full day \$200 + \$35 for Skill Training. Airline commuters full day \$175 + \$35 Skill.
- **Contact:** Yvonne Agazarian (215) 561- 7428 or Fran Carter (215) 988-9523

**FIRST THURSDAY OF THE MONTH:
(after the first Wednesday)
FOUNDATION LEVEL SCT TRAINING**

with Yvonne Agazarian & Fran Carter

- **Where:** Washington Square Institute, NYC
- **When:** Theory: 8:30-9:30 am
Group Practicum 9:30 am-12:30 PM
Leadership Practicum & Review 1:00-2:55 PM
Consultation: 3:00-4:45 PM
Groups meet on the first Thursday of the month (after the first Wednesday) except August or September.
- **Registration:** Theory and Group Practicum \$125, Leadership Practicum \$75, Consultation \$75, Full day fee \$240. Airline commuters full day \$215.
- **Contact:** Yvonne Agazarian (215) 561-7428 or Fran Carter (215) 988-9523

**FIRST FRIDAY OF THE MONTH:
TRAINING GROUP**

with Fran Carter

- **Where:** Hotel Olcott, 27 W. 72nd St., NYC
- **When:** Friday afternoons, 2:00 PM-5:00 PM
- **Contact:** Fran Carter (215) 988-9523

**FIRST FRIDAY OF THE MONTH:
TRAINING GROUP**

with Yvonne Agazarian

- This is a closed training group.
- **Where:** Washington Square Institute, NYC
 - **When:** Group meets on the first Friday of the month except August and September.
 - **Contact:** Yvonne Agazarian (215) 561-7428

PHILADELPHIA

**FIRST MONDAY OF THE MONTH:
SAMPLING SCT**

with Yvonne Agazarian

- Everybody is welcome to attend an introductory "explaining and exploring" of the SCT experience. Container Role training available for experienced SCT members.
- **Where:** Philadelphia County Medical Society 21st & Spring Garden Streets Philadelphia, PA (On-site parking)
 - **When:** 6:00-9:00 PM
The first Monday of each month except for August and September.
 - **Registration:** \$50 on-site or in advance.
 - **Contact:** Yvonne Agazarian (215) 561-7428

**MONDAY SCT TRAINING:
SCT ONGOING GROUP PRACTICUM**

with Yvonne Agazarian

- **Where:** Philadelphia County Medical Society 21st & Spring Garden Streets Philadelphia, PA (On-site parking)
- **When:** 6:00-7:30 PM Every Monday (first Monday of the month optional)
- **Registration:** \$25 on-site or in advance.
- **Contact:** Yvonne Agazarian (215) 561-7428

MONDAY: SCT TRAINING GROUPS

- **Where:** Philadelphia County Medical Society 21st & Spring Garden Streets Philadelphia, PA (On-site parking)
- **When:** 4:30-5:45 PM Every Monday (first Monday of the month optional)
Second Monday: Theory *with Fran Carter*
Third Monday: Leadership Practicum *with Yvonne Agazarian*
Fourth Monday: Consultation *with Yvonne Agazarian*
Fifth Monday: Seminar on SAVI *with Anita Simon*
- **Registration:** \$25 on-site or in advance.
- **Contact:** Yvonne Agazarian (215) 561-7428

All fees listed for training groups are for members of the Systems-Centered® Training and Research Institute.

- Non-member fees:
- 90 minute training groups are an additional \$5.
 - Half-day or Full-day events are an additional \$25.

**LAST WEDNESDAY OF THE MONTH:
SCT TRAINING DAY**

with Yvonne Agazarian, Claudia Byram and Fran Carter

- The SCT training day includes: Theory Seminar 9:00-10:45 am, and Group Practicum 11:00 am -12:30 PM. These courses can be taken separately or together.
- **Where:** Friends Hospital 4641 Roosevelt Blvd, Philadelphia, PA. (On-site parking)
 - **When:** The last Wed. of each month except August and September.
 - **Registration:** \$40 any single session \$35 each for any two sessions \$125 for full day (Airline Commuters: \$100)
 - **Contact:** Yvonne Agazarian (215) 561-7428, or Fran Carter (215) 988-9523, or Claudia Byram (215) 561-0341

**LAST WEDNESDAY OF THE MONTH:
SCT TRAINING GROUP**

with Yvonne Agazarian

- Membership in an ongoing training group. Skill training in SCT techniques of functional subgrouping, boundarying, and the hierarchy of defense modification.
- **Where:** 1831 Chestnut Street, Phila., PA
 - **When:** 6:00-8:30 PM The last Wednesday of the month except for August & September.
 - **Registration:** \$50 on-site or in advance.
 - **Contact:** Yvonne Agazarian (215) 561- 7428

**LAST FRIDAY OF THE MONTH:
INTERMEDIATE SCT TRAINING DAY**

with Yvonne Agazarian

- **Where:** 1831 Chestnut Street, Phila., PA
- **When:** Theory Group: 12:00-1:15pm
Consultation: 1:30-2:40pm
Leadership Practicum: 2:45-4:05 PM
Ongoing Group Practicum (by invitation only): 4:15-5:45pm
Does not meet in January or August
- **Registration:** \$25 per group per session or \$100 for entire training day .
- **Contact:** Yvonne Agazarian (215) 561-7428

**A SYSTEMS-CENTERED APPROACH
TO CHANGING YOU, ME,
AND OTHERS**

with Yvonne Agazarian

- For Therapists and Consultants and all other Agents of Change
- **When:** Sunday Morning, April 7, 2002, 9AM-1PM
Sponsored by the Philadelphia Area Group Psychotherapy Society
 - **Contact:** Yvonne Agazarian (215) 561-7428

For details on training events and calendar updates, visit the SCTRl website www.systemscentered.com

INTERMEDIATE WORKSHOP GIVING & TAKING AUTHORITY

with Yvonne Agazarian

By invitation only

- **Where:** Racquet Club of Philadelphia
- **When:** Spring Dates: April 13-19, 2002
Fall Dates: November 17-21, 2002.
- **Registration:** Register for Spring Meeting through Conference 2002 (See page 15 and visit www.systemscentered.com.)
Fall Meeting: \$575 before Nov. 1 st, \$625 after.
- **Contact:** Yvonne Agazarian (215) 561-7428

FIVE-DAY INTERMEDIATE SKILLS TRAINING

with Larry Ladden

By application only.

- **Where:** Racquet Club of Philadelphia
- **When:** Conference 2002, April 15-19, 2002
Application due March 1st.
- **Registration:** Register for Conference 2002.
Application for workshop available on Conference section of website under M-F sessions: www.systemscentered.com
- **Contact:** Larry Ladden (215) 569-0130

FIVE-DAY INTERMEDIATE MENTOR SKILLS TRAINING

with Fran Carter

- **Where:** Racquet Club of Philadelphia
- **When:** November 17-21, 2002.
- **Registration:** \$575 before Nov 1, 2002,
\$625 after.
- **Contact:** Fran Carter (215) 988-9523

FALL WEEKEND SCT WORKSHOP

with Yvonne Agazarian, Claudia Byram, and Susan Gantt

Foundation and Intermediate Group membership available. Opportunity for working in the Container and Mentor Roles.

- **Where:** Racquet Club of Philadelphia
- **When:** November 22-24, 2002
- **Registration:** \$375 before November 1,
\$425 after.
- **Foundation Group:** For those new to SCT or for more experienced members who want to work in the containing role.
- **Intermediate Group:** For those experienced with Systems-Centered phases of development and want to work in a group that is structured to explore each of the phases.
- **Contact:** Yvonne Agazarian (215) 561-7428

SYSTEMS-CENTERED® TRAINING CONFERENCE 2002

PHILADELPHIA, PA

April 15-19, 2002

Pre-Conference Institute:

April 13 & 14, 2002

Racquet Club of Philadelphia

Contact: Claudia Byram (215) 561-0341
or Fran Carter (215) 988-9523

Online registration also available:
www.systemscentered.com

SAN FRANCISCO

EVERY OTHER MONTH TRAINING DAY with Susan Gantt

Group practicum, leadership, consultation

- **When:** 9:00 am - 5:00pm
2002 Training Days: Jan 25, Mar 8, May 31,
Aug 2, Oct 11 and Dec. [date TBA]
- **Fee:** \$250
- **Contact:** Katherine Straznickas
(415) 248-1764

ONGOING MONTHLY STUDY GROUP WITH CONSULTATION

with Fran Carter and Susan Gantt

- **Contact:** Katherine Straznickas (415) 248-1764
or John Straznickas (415) 221-4810, ext. 3123

SAN FRANCISCO WORKING WITH COUPLES USING SCT

One-Day Training Session sponsored by
San Francisco Psychological Association
with Susan Gantt

- **When:** October 12, 2002
- **Contact:** San Francisco Psychological Assoc.
Samuel Jinich, Ph.D. (415) 474-6414
sjinich@msn.com or Susan Gantt at
(404) 261-5559 x1 sgantt@emory.edu

SAVI WORKSHOPS

MONTHLY SAVI APPLICATIONS SEMINARS

with Anita Simon and Claudia Byram

- **When:** One Friday a month,
10AM - 11:30AM ET
Advance sign-up not required.
- Jan-June 2002 schedule: Jan 25, Feb 22,
Mar 15, May 31, June 28 [no seminar in Apr]
- **Meetings are on SCTRI telephone bridge.**
To use the bridge line, call 702-222-2469 at
the appointed time. [Long distance charges
do apply.] You will be connected immedi-
ately. If you are first, you will be connected
when one more person calls.
- **Fee:** \$45
- **Contact:** Claudia Byram (215) 561-0341
cbyram@questinternet.net

YORK, ENGLAND SAVI WORKSHOP

See listing under England.

SCT PHONE SEMINARS

For seminars on the SCT phone bridge line,
call 702-222-2469 at the appointed time.

Long distance charges do apply. You will be
connected immediately. If you are first, you
will be connected when one more person calls.

THEORY GROUP ON THE PHONE

with Fran Carter and Susan Gantt

- **When:** One Wednesday a month,
9:00-10:00am ET, call 702-222-2469
- **Registration:** \$35 per hour
(You pay your own long distance charge.)
- **Contact:** Fran Carter (215) 988-9523 or
Susan Gantt (404) 261-5559 or
sgantt@emory.edu

FOUNDATION LEVEL THEORY GROUP ON THE PHONE

with Fran Carter and Susan Gantt

- **When:** One Wednesday each month,
10:15-11:15 am ET, call 702-222-2469
- **Contact:** Fran Carter (215) 988-9523 or
Susan Gantt (404) 261-5559 or
sgantt@emory.edu

GROUP DYNAMICS SEMINARS ON THE PHONE

- **When:** One Hour a Month
Time to be announced, call 702-222-2469
- **Registration:** \$35 per session
- **Contact:** Susan Gantt (404) 261-5559 or
sgantt@emory.edu

DROP-IN STUDY GROUP ON THE PHONE

- **When:** One Hour a Month,
12 Noon-1PM ET, call 702-222-2469
Dates for 2002 through July: January 18th,
February 15th, March 15th, April 26th,
May 17th, June 21st, July 19th.
- Any member can come, any time, as a
benefit of membership. The only cost is the
phone connection.
- The Study Group is a place where
members can interact around questions,
ideas, curiosities, areas of interest about the
theory of Living Human Systems and
Systems-Centered methods and techniques.
A licensed or license-qualified SCT
member will attend each meeting to
convene and mentor the group.

SCTRI MANAGEMENT GROUP

SCT MANAGEMENT GROUP MEMBERS ONLY

with Yvonne Agazarian and Kenneth Eisold

- **Where:** Racquet Club of Philadelphia
- **When:** March 21-24, 2002
and October 17-20, 2002
- **Contact:** Eileen Jones (212) 673-4968 or
persshore@aol.com

AGPA CONFERENCE

American Group Psychotherapy Association 2002 Annual Meeting

- Two 2-Day SCT Institutes:
A Systems-Centered Approach to Groups
with Yvonne Agazarian, and
**Exploring the Phases of Development in a
Systems-Centered Group** with Susan Gantt
- One-Day SAVI Workshop:
"Seeing" How Talk Maintains and Trans-
forms Relationships with Claudia Byram
- **Where:** New Orleans Marriott
New Orleans, LA
- **When:** February 26-March 3, 2002
- **Contact:** 877-668-AGPA (2472) ♦

SCT[®] Conference 2002

Philadelphia, PA • April 15-19, 2002

*Pre-Conference Institutes:
April 13th-14th, 2002*

*5 – Day Conference:
April 15th-19th, 2002*




Systems-Centered Training[®]
An Innovative Approach to Change

- *Organizational Applications*
- *Individual, Couples & Group Psychotherapy*
- *SAVI: A Communication Map for Change*
- *Large Group Applying SCT[®] Methods*
- *Foundation, Intermediate and Advanced Training Groups*

For expanded program information visit www.systemscentered.com

Sponsored by: The Systems-Centered Training[®] and Research Institute

Co-Sponsored by:  NASW Pennsylvania Chapter and Widener University Center for Social Work Education

APPLICATION FORM ON REVERSE

Registration Form - SCT Conference 2002

Name: _____ Degree: _____
 Address: _____
 City: _____ State: _____ Zip: _____
 Telephone: Office _____ Home _____
 E-mail _____ Fax _____

TWO- DAY INSTITUTE REGISTRATION (Saturday and Sunday: Select One)

- #201 Systems- Centered Training for Groups and Individuals
- #202 Making a Map of Communication- SAVI: Tracking the Patterns that Matter
- #203 Systems-Centered Conflict Containment and Resolution in Work Groups and Organizations
- #204 Training in Goal-Corrected Empathic Attunement
- #401 Authority Issue Group (By invitation. 7-Day Package)

CONFERENCE REGISTRATION

MORNING TRAINING – Monday to Friday: (Select One)

- 101 Foundation Level Training Group 301 Intensive Skill Training - Intermediate Level(By invitation)
- 102 Intermediate Level Training Group 401 Authority Issue Group (By Invitation)
- 501 The Licensing Group (By invitation)

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	Monday	Tuesday	Thursday	Friday
	1st Choice 2nd Choice	1st Choice 2nd Choice	1st Choice 2nd Choice	1st Choice 2nd Choice
2: 00 - 3: 00				
3: 15 - 4: 15				
2: 00 - 4: 15				

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SCTRI-ADMINISTRATOR REPORT

TRANSITION

In December 2000, I began my transition into the administrator role. Thanks for a truly great 2001. Now that I've taken a full-time position in a public library in Atlanta, I no longer have the time to continue to work as the administrator. I will remain connected to you through my continued work on the newsletter—and through personal membership in SCTRI.

In December 2001, I began working on a transition with Gael Drew. Just as we were starting the transition, her plans changed and we were again looking for a new administrator.

In little time, we heard from Kathy Lum about her interest in the position. The transition was back on track. Kathy and I will stay in close contact over the next few months. No doubt you'll enjoy getting to know her as much as I am. Thanks again to all of you. —Raylynn Hughes

A FEW WORDS

FROM THE NEW ADMINISTRATOR

I'd like to introduce myself. I am Kathy Lum and I have taken on the Administrator role for SCTRI. Raylynn and I are working together to make the transition. (She is a wealth of information!) I have been Susan Gantt's Office Manager since May and will continue in that role. When this position opened, Susan asked me if I knew anyone who would be interested. She explained the role and it sounded like a great opportunity. I asked to be considered and here I am.

We have kept the phone number and mailing address the same as they were with Raylynn. The new fax number is (404) 378-8970. You can e-mail me at admin@systemscentered.com or kalum@aol.com.

I am also a stained glass artist. I started working with glass as a hobby a few years ago and it's taken on a life of its own. I show my work at arts festival in the Atlanta area and at several retailers in Atlanta, Michigan and the Northeast. I have recently begun teaching an introductory class at a local studio. Having my own business allows me to pursue my creative energies and apply my business management skills—a great combination.

Thank you for this opportunity. I am looking forward to meeting you at the Conference. —Kathy Lum

SCTRI-AUSTIN REPORT

The latter half of 2001 has been a prosperous time for SCTRI-Austin. One of our successes was the smooth transition to new leadership in Austin for the three-day and Organizational Application workshops. Susan Gantt was our Trainer for these workshops and Austin SCT members filled other leadership roles. This workshop was a financial success, and experientially powerful. Isomorphy was seen within the three-day by the ease of the Foundation and Intermediate

groups' work in the large group. A new development in leadership in Austin is we have the level of training in our membership to have Staff positions filled by locals—Susan Cassano, Rich Armington, Joy Luther, Linda Scott, and Rick Campa. Susan Cassano and Rich Armington developed a new piece of training for the Austin 2001 three-day workshop observer training. This training included focusing on tying observer skills to theory and beginning to relate to a researcher eye in watching the development of a group: emphasize the energy, comprehensive training, fun, and interest and applicability to our roles as therapist.

This full, rich experience was rounded out by a successful follow up meeting to the three-day with leadership by Rich Armington and Paula Zamorra. The Organizational Application workshop led by Susan Gantt followed the three-day. It was equally satisfying and successful. A BIG Thank You is warranted to the Co-Coordinator for these four days—Paula Zamorra and Clara Walmsley.

Organizational Application in SCT continues to develop in Austin. One training group (led by Susan Lange and Rich Armington) is made up of 50% OA members.

The Finance Committee of the SCTRI-Austin Board continues to meet monthly. The committee continues to look at the most practical and efficient way to manage our financial matters, to include looking at clarifying roles (such as Treasurer versus Bursar).

As a part of Austin's PR effort last year Sydnor Sikes designed (with Susan Gantt's help) a four-hour "Introduction to SCT." This presentation was offered twice more by Sydnor and Rick Campa—during the summer under the auspices of the Austin Group Psychotherapy Society, and in September to University of Texas Graduate students in school, counseling, and clinical psychology. The program presented to the graduate students included a lecture, teaching push/wave/row, and two 60-minute experiential periods. This format worked well, as the group used the learnings from the first group and started in a new place. It was an extremely moving group. The goal for this presentation was to reach out to therapists (or future therapists) who might then participate in our October weekend training. Therapists are an important focus but not the only population we would like to outreach, as we have energy for more workshops. If you have a group you would like to receive such a training, contact the SCTRI-Austin Board.

The SCTRI-Austin Board continues to work on clarifying and documenting their vision for the organization. We met again on October 26, 2001. A committee was formed to continue distilling the current vision work into an updated statement.

A final note—Susan Cassano and Rich Armington have volunteered to be the Co-Coordinator for the SCT Conference 2003 in Philadelphia. Thanks Susan and Rich.

—Bertha Genna Kondrak

GREETINGS FROM THE BAY AREA SCT COMMUNITY!

Our excitement continues to grow along with our Bay Area community! Our momentum is carrying us into new outreach efforts and a real sense of building something permanent. We have consolidated developments in our group and we want to share some of the details with you all.

First, we decided in our Bay Area steering group (see below) to place 'on hold' weekend training events with Fran Carter and Susan Gantt. Long story short, this decision facilitates putting all of our system resources into supporting the survival and development of our ongoing training days with Susan Gantt. These daylong training events with Susan occur six times a year and include theory, experiential, force field development, leadership practicum and clinical consultation. We are just launching a new plan to reduce our fee to \$150 for the day (previously \$250 a day). This fee reduction will bring us into line with other daylong trainings in the Bay Area. Also, the California Psychologist Association changed the CEU rules so that now our training day DOES qualify for psychologist CEUs

In our training days, we are explicitly working the new member dynamic by talking about what resources and challenges new members bring to our training days. In addition, we continue to realize that we are all new members of each different training day- particularly as we find out about "new" parts of ourselves. We think that this explicit "new member" work is responsible for first time members coming back more often than before and having more new members invited to come to our training days! For example, at our December training we had 18 members, 5 of them new. In January, we had 14 members and 6 of them were new—and one "new" returnee from December. Now that is development! We are attracting organizational development professionals, teaching professionals as well as mental health professionals to these trainings. We also have some delicious competition around who brings the 'best' food to our potluck lunch and snacks. If you are ever thinking of coming out to the Bay Area, consider the following 2002 Friday training dates (3/8, 5/31, 8/2, 10/11). You can contact our Training day registrars, Peter Bernhardt (biosa@mindspring.com) and Lucy Fine (Lucy@7thgeneration.com) for more details. We'd love to have you in our training days!!!

We are on the edge of launching a 5-session introduction to SCT theory and techniques lead by Susan Gantt. This intro course will have a \$30 a session fee and will have potential training roles for some of the Bay Area members who are ready and wanting this next step. All of these developments bode well for growing our community and training day membership! Another development is that we have separated the learning and the business functions of our Bay Area community into two entities. The former is called the Bay Area SCT

Study group and the basic goal is to study SCT. Our trainers are Susan Gantt and Fran Carter. They meet with us over the phone on a Saturday or Sunday and lead us in an experiential-oriented one-hour group. We use the SCT Bridge line so that members who can't physically attend the meeting can join for the experiential and study sections if they want. After the phone call, we have a one and a half hour meeting to study SCT.

Some time ago in this newsletter, SCTRI-Austin reported that their study group worked hard at getting free of heaviness/seriousness to form their "free-wheeling" study group! We took a related journey. Our version is that we filled up our 'study' time with the various business/steering tasks of having a Bay Area SCT community. After a few years (!) of frustration/irritation/outrages/depressions/tension at not studying SCT, we decided to separate our business from studying. Since that separation, we have had three study groups where we have constructed force fields and used the theory sheets to investigate our stage of development using the info from our experiential phone meeting. Shout it from the mountain tops—the Bay Area SCT Study group is studying SCT!!!!

Our business and steering activity is now consolidated in the Bay Area steering group. We meet monthly on the phone. Every third meeting is a face-to-face three-hour meeting. We start each face-to-face steering group meeting with a potluck on a Friday evening at a member's house (We are developing quite a 'potluck' food culture in our local community!). This steering group is charged with growing and developing the Bay Area SCT community into more of what we want. We also have started an on-line chat room as another area where we can connect with each other. Informally, we are playing with what name to call ourselves. If you have any creative ideas for a systems-oriented name, please e-mail one of us in the Bay Area.

We hope you get the picture! After these first four years, we're very satisfied to begin feeling our feet under us (with a few SCT roots holding them firmer) AND we are getting extremely excited about where these feet are going to take us next!!!!!!

—John Straznickas

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404-261-5559, ext. 1 or sgantt@systemscentered.com

A NEW BUD ON THE TREE: THE PHILADELPHIA SCT CENTER

Philadelphia area SCTRI members are forming The Philadelphia SCT Center! Along with Austin, Boston and Atlanta, Philadelphia members are developing a local structure to welcome new members and support SCT training and applications. We have met twice in the last several months (having a really good dinner!), and have begun to structure ourselves through some local activities. The most exciting project is an ongoing psycho-educational workshop on managing the anxiety, tension and stress generated by the amount of frustration we all experience in our everyday lives. The fee will be low (\$5 a meeting) as this is essentially a pro-bono service to the community. The workshops will be offered beginning this spring through Resources for Human Development, the organization that provides SCTRI with its non-profit umbrella.

The new Philadelphia Center is also offering de-briefing sessions for new participants following major trainings in this area. Three people came to the debriefing following the November weekend, and two more would have if communications had been better. Next time!

Of course, Philadelphia is also hosting Conferences 2002 and 2003. We are looking forward to building on the Conference energy to make SCT visible to more people in this area. The local planning group for the Conference is up and running, generating ideas, planning outings and generally thinking of ways to welcome newcomers and old friends alike.

—*Claudia Byram*
Philadelphia SCT Center member

BOSTON UPDATE

The next Boston SCT Training Weekend, with Steve Weinstein and Claudia Byram, is scheduled for May 18-19, 2002, 9AM-5PM, Saturday and Sunday. The weekend includes Training Group and didactic with opportunity for Container Role. See the Notice Board for details, or for further information, contact Steve Weinstein (781) 488-3613.

—*Steve Weinstein*

NEWS FROM SYRACUSE, NY

Here at the State University of New York Upstate Medical University Department of Psychiatry, I am starting an SCT Group Therapy Training Program for Psychology Interns and Psychiatry Residents. I am excited and plan to begin in February.

—*Rich O'Neill*

NEWS FROM ATLANTA—A BRIEF UPDATE

Our biggest news on the training front is our plans to hold our first SCT Symposium in Atlanta in June, 2002, offering three different training events, as listed below:

- June 20 and 21: Systems-Centered Training Workshop: Working with Individuals and Groups in the Context of Change
- June 22 and 23: A Systems-Centered Approach to Working with Couples
- June 24: Systems-Centered Applications in Business and Organizations

The trainers for these events are Yvonne Agazarian and Susan Gantt.

We are excited to be taking this next step as part of developing ourselves as a training center and welcome any of you who want to be part of this training.

A group of us met in January to talk about how to develop SCT in Atlanta, both for fun and work. We are looking forward to discovering how we will take the next steps in our development.

—*Susan Gantt*

KENNESAW UNIVERSITY RESEARCH UPDATE

Even brief training in subgrouping helps groups manage conflict! Participants in a study of subgrouping who received 45 minutes of subgrouping training are more satisfied with group climate and report greater clarity about group goals than participants in comparison groups given icebreakers as preparation for discussion of controversial topics. Our research group is also collecting data on groups given no pre-discussion preparation at all.

All discussions were videotaped, and we will soon have data on the SAVI patterns for the groups, in addition to the questionnaire data. We are all very excited by the findings and look forward to sharing them with the SCT community at Conference 2002 (Monday afternoon session!).

Beth Parks, Allison Martin, Fred Veeder, Thea Standridge, Brad Smith, and Brandon Coblentz
Kennesaw, GA

HAVE YOU RECENTLY PUBLISHED AN ARTICLE OR BOOK? SHARE THE NEWS.

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SYSTEMS-CENTERED TRAINING IN YORK ENGLAND

Why not come to York England to learn more about Systems-Centered work? We have hosted a training programme in Systems-Centered Training in York for many years now and 2002 is no exception. We have two key events:

September York Annual Systems-Centered Training Week 16–21 September 2002

We are delighted to have another of our Annual SCT Training Weeks from September 16-21, 2002. Registration takes place at 8.30 for a prompt 9.00 start and each day ends at 6.00 pm. Several levels of training are available at this event and these include:

- Foundation training
- Intermediate skills training
- Mentoring training
- Training in the container role

This means that it is possible to take part in the training event and streamline the experience you have to your own training needs as well as providing important roles for the learning of the group as a whole. As always there will be a mixture at each of these levels of teaching input, skills training and experiential learning in groups.

Yvonne Agazarian, Frances Carter and Susan Gantt are the trainers for the week running different components of the programme. The training takes place in a beautiful medieval (but comfortable) university building in the centre of York within hearing distance of the bells of York Minster (very good for keeping time boundaries!). This makes exploring York in the lunch hours and socialising and tasting the night life in the evenings easy, which can add to the pleasure of the training experience. We always arrange a group meal in one of York's restaurants to help group members get to know each other.

The training week costs £410 (or £395 if you apply before 1 August 2002). The fee does not include lunch or accommodation.

December SAVI Workshop and a Systems-Centered Training Weekend Friday and Saturday, December 6 & 7, 2002

We will also be running a dual training event in December 2002 in one of the University of York colleges on campus. On Friday, December 6, in the morning, we will run a SAVI workshop introducing SAVI, practising some of the related exercises and looking at how it can be applied in different areas of work. This workshop runs from 9.00am-12.45, and the trainer is Fran Carter.

In the afternoon and evening of the same day, there will be the first session of a 'two day' SCT weekend workshop, also run by Fran Carter, taking place from 2.00-7.30pm, followed by a further day of training on Saturday, Dec 7, from 9.00am – 6.00pm.

The SCT Training Weekend is a useful introduction to Systems-Centered Therapy for those who are new to it, and there are opportunities in both the SAVI and the SCT workshops to take up a range of training roles for more experienced members.

The SAVI workshop costs £45 and the SCT workshop costs £120, and you can save money by attending both for a fee of £150.

We are always delighted to have visitors to our York SCT and SAVI training events from far and near. If you would like any further information about the training programme or would like to apply to attend one or more of the events, please contact:

Liza Bingley Miller
10 St Oswald's Road, York YO10 4PF, UK
Tel/Fax: ++ 44 (0) 1904 633147
or email: liza.miller@ntlworld.com

To discuss the different levels of training available, please contact:

Susan Gantt
18 Lenox Pointe NE, Atlanta GA 30324
Tel: (404) 261-5559 ext 1
Fax: (404) 373-3015 or email: sgantt@emory.edu

—Liza Bingley Miller and Una McCluskey

RESEARCH ACTION GROUP UPDATE

The Research Action Group (RAG) is planning a series of case studies of SCT for individuals. The Research Interest Group (RIG) and the leadership of Larry Ladden have given energy and thought to this effort. Currently, a research protocol to include an evaluation interview, individual intervention process and evaluation instruments are now being reviewed. Larry is consulting with RAG, Yvonne and other researchers about the research protocol. Currently, as conceived, individuals will participate in receiving SCT intervention through part of phase one, especially to view the success of undoing defenses related to anxiety and depression. Gold sheets that undo defenses in phase one are the initial guidelines for intervention now. However, it is hoped that Yvonne will work on a manual for individuals or therapists soon which can be used in the project.

When advised of the project, members of the Management Group volunteered eagerly to participate as therapists to run one case in the case study series.

At the moment, the research process is being developed and will be piloted. When the design is ready, approximately nine individual case studies will be done. Supporting the concept of doing these case studies is the position taken by the

research community that a small critical mass of individual case studies is the initial demonstration of an approach's intervention success.

You can join these and other research discussions at RAG which meets every other month. Contact Phyllis Goltra, RAG liaison, for day and time or other information. Various individuals have consulted RAG about their research projects and have been provided consultation and guidance through RAG, or from individual consult with a member of RAG.

In addition, Richard O'Neill continues to collect research about the functioning and experience of the Authority Issue Group (AIG). Also, Joann Broder completed another assessment of this AIG using the Group Development Questionnaire. Richard is working on a paper to be submitted for publication reporting the results of prior research on subgrouping. Briefly, it was found that members love the experience of subgrouping and find it a supportive, feeling experience.

—Ron Coleman

UPDATE—EXCITING ACTIVITY IS AFOOT IN THE TRAINERS' GROUP!

SCT trainers meet on the phone bridge every other month, cross-fertilizing ideas, working toward standardizing SCT curriculum, monitoring the quality of training and training needs throughout the system, developing new training as needed. Major projects of the moment are:

- Innovation in training: Austin is taking a step to bridge the gap for members in the Intermediate Level of SCT training. They are creating a new Intermediate training group for members who are both qualified for and want to move to Intermediate training.

- Research Underway! In May, Yvonne Agazarian and Susan Gantt will demonstrate ten sessions of an SCT therapy group, couples' work and individual therapy on video tapes, with pre and post testing for all clients. This serves to provide training tapes for therapists, as well as a research vehicle supporting the efficacy of Systems-Centered Training. In addition, these tapes will be available to our annual Conferences for training in group, individual and couples work, as well as to universities and training centers for learning about SCT.

The data will be analyzed by the SCTRI Research Action Group (Larry Ladden, Phyllis Goltra, Ron Coleman, Rich O'Neill and Doug Johnson). The project was initiated by SCTRI Austin, with special energy from Susan Cassano and Rich Armington, and is being developed by Austin together with the Research Action Group. Very exciting! Vectoring toward many goals with one product: research data on the effectiveness of SCT techniques, training tapes for therapists in SCT training, unique Conference track trainings, and a way to reach out to university and training centers throughout the world. Wow!

In our last report we mentioned a step toward standardizing the structure of ongoing training group sessions, so that each session goes from didactic material, to experiential to force-field analysis. Special attention is given to developing research questions from the force-field work, as part of the ongoing discipline of testing SCT assumptions in reality.

Screening Applications for Intermediate Training

This responsibility used to lie with the individual who led the Intermediate skills training event (now housed in the Conference). However as a group we recognize that the transition to Intermediate level training is an important one for the system as a whole and that the function of screening applications and making recommendations needs to lie with the system rather than the individual trainer. So, starting last year, the Trainer's Group took up the responsibility, and is continuing to do so this year. This is part of another ongoing theme:

Discriminating What Function Belongs Where In the System

As SCTRI has developed and complexity increases, we have worked to be clear what activities really belong in the Trainer's Group and what do not. For example, we began discussing how to help trainers give continuing education credits for ongoing training groups and weekends. We then realized that offering that resource to trainers is a policy level decision, and belongs in the SCTRI Steering Group. We crossed it off our agenda for the time being, and sent it to theirs!

So, this is our update. To keep track of the work of this group, check out minutes of our meetings posted on the web (www.systemscentered.com) in the Members Only section. If you have ideas or issues to bring to the attention of the group, contact any member, or send me an email at cbyram@qwestinternet.net.

—Claudia Byram
Member, Trainers' Group

Welcome Kathy Lum!
New Administrator for SCTRI.
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but we do have a new fax.

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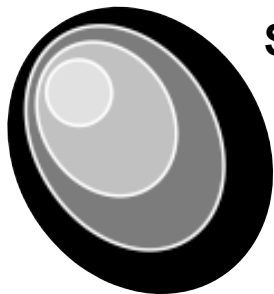
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ONE HOUR EACH MONTH
12 NOON-1PM ET**

Any member can come, any time, as a benefit of membership. The only cost is the phone connection.

The Study Group is a place where members can interact around questions, ideas, curiosities, areas of interest about the Theory of Living Human Systems and Systems-Centered methods and techniques. A licensed SCT member will attend each meeting to convene and mentor the group.

*To attend the study group,
Call 702-222-2469 at the scheduled time.*

*Dates for February-July, 2002:
February 15th, March 15th, April 26th,
May 17th, June 21st, July 19th.*