

## **GPG: GENERAL PROCESS GROUP Suggested Timeline for 4-Session Format:**

### Learning Objectives:

The attendee will be able to:

1. Identify the phases of group development and the leader's role in each phase.
2. Identify one's role in the group and those of others
3. Define and apply such concepts as transference, resistance, content versus process and termination.
4. Describe key process interactions in the group.
5. Identify the existence and impact of, as well as possible ways to productively work with visible and invisible differences, including but not limited to class, race, gender, religion, physical ability and age.
6. Recognize leader behaviors that facilitate the group process.
7. Identify approaches to addressing termination.

**DAY 1** [Times noted are suggested, not required; similarly, moving through the stages is expected to differ depending on the leader and the group]

### Session #1: 165 Minutes

#### I. Introduction and engagement (Formative stage)

- Setting the frame and the contract – 15 min. (1)
- Creating safety – 30 min. (1)
- Development of group norms – 15 min. (1)
- Issues of similarity 30 min. (2)
- Resistance 35 min. (3)
- Dependency on leader 40 min. (1,3)

### Session #2: 195 minutes

#### II. Differentiation (Reactive stage)

- Examining resistant behaviors - 30 min. (3)
- Examining interpersonal differences - 30 min. (2,3)
- Confronting conflict – 30 min. (1,2,3)
- Exploring dissatisfactions with the experience and leader –15 min. (1,2,3)
- Addressing scapegoating – 15 min. (2,3)
- Content vs. process examination – 30 min. (3)
- Group-as-a-whole interpretations – 15 min. (3)
- Summary of day's learning (optional) – 30 min. (1,3) **OR**
- Continue exploring resistance and interpersonal similarities and differences - 30 min. (2,3)

**DAY 2** [Times noted are suggested, not required]

### Session #3: 195 minutes

#### III. Norming & Performing (Mature stage):

- Resistant behaviors – 15 min. (3)
- Transference to leader and each other - 45 min. (1,2,3)
- Deeper exploration of interpersonal connections – 60 min. (3)
- Role of leader, role of members – 60 min. (1,2,3)
- Continued content vs. process examination 15 min (3)

Session #4: 195 minutes

IV. Closure & Termination:

Resistance to termination – 30 min. (3)

Reactions to ending including explorations of transference – 60 min. (3)

Review of experience (satisfactions, disappointments) – 30 min. (1,3)

Didactic theoretical discussion – 45 min. (1,2,3)

Questions and answers – 20 min. (1,2,3)

Evaluations to be completed – 10 min. (3)