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**Workshop title:**

“HOW TO FIND STABILITY IN AN INCOMPREHENSIBLE WORLD AND BE CAPABLE OF ACTING?”

**Duration:** 2x 1:45’

**Goal of the workshop:**

With the so-called “Group Dynamic Space” and its three dimensions, belonging, power and intimacy, we will explore how to stabilize groups and support them to be capable of acting effectively.

**Concept:**

As supervisors and organizational developers our primary task is to support and maintain a stable environment, such that social contact is possible, affects can be named and differences can be addressed. At the same time, we need to stabilize ourselves to perform this task.

With the theory of the “Group Dynamic Space”, we will discover how groups stabilize themselves along three axes simultaneously: First, groups negotiate power relations to develop structure and momentum. Second, groups establish belonging and identity to develop stability in order to resolve differences. Third, groups negotiate intimacy to contain emotions. As supervisor and organizational developer, we must be capable of reading these dimensions. Upon intervening as externals, we have to walk the line between the in- and the outside, to contribute to the stabilisation of the group and to stabilize ourselves simultaneously. For this workshop, we will combine theories from Group Dynamics and Organizational Dynamics to explore the impact this field has on us. We will have a brief theoretical input, we will examine the topic in the here-and-now of our group, and we will spend time to reflect on what you can draw from this for your own supervision practice.

**Learning outcome**

- Understanding the theory of the “Group Dynamic Space” as a diagnostic instrument
- Gaining insides in own group dynamic behavior
- Learning new approaches for effective interventions in our professional practice

**Profile**

*Claus Faber*

Claus Faber is a specialist in group dynamics (ÖAGG, DGGO), organizational developer (SFU Vienna, osb-i and others), supervisor, trainer, and coach in Vienna (Austria). He has been writing, thinking, and acting for ten years with a focus on NPOs, social organizations and institutions with a political focus.

*Patrizia Tonin*

Patrizia Tonin works as an organizational consultant, supervisor, coach and trainer in Austria, France, and Italy. Her main areas of work are leadership- and team development, conflict resolution, training and facilitation of intercultural groups.

Both Patrizia and Claus are consultants, supervisors and organization developers in varying fields. They regularly experience diverging identities and cultures. As experts in Group Dynamics, they support people to find what is helpful for them in the “here-and-now” to cope with the uncertainties of their inner and outer worlds. Their motto: “If we reach out in authentic contact, we can understand diversity and learn how to cope with it.”