

VOICES FROM THE PARTICIPANTS OF THE FEPTO AM AT NEVE SHALOM 2011



1. DID YOU MEET YOUR EXPECTATIONS?

My expectations were met to a great extent and much more. a very good experience!!! 6 Annual meetings get better each time; thanks for all the work done for this to take place. Many things were unexpected, deep emotions among very mature people. An extremely complex process and structure. Meeting was dynamic and opened a number of questions to be answered in future. Great networking and connecting. I had expectation to become a FEPTO member, so just half of my expectations I met. I met very nice people, lovely food; it's great to get an interesting impression of the international psychodrama world! Very good structured; good place, good food, nice guiding in Jerusalem. It was well organized, interesting and challenging. Excellent organization!

1	2	3	4	5	6	7	8	9	10
unsatisfied		satisfied 17		more than satisfied 21			above expectation 25 : S 63		
		4	13	4	3	14	5	12	8

2. DID YOU LIKE THE CONTENT OF THE PROGRAM? WHAT WAS USEFUL?

The most useful for me was the work in small groups; small group very useful, giving power. I particularly liked the small group and the fact that we stayed together for 5 sessions. Very good the 5 sessions in the same group. Real work was possible. Small group structure was fine with fine contents. **17**

Good, very good lecture by Gabriella about research! **6** Cross cultural practice. Exploration of differences respectfully. It was useful to meet so many professional at one place, this cannot be unuseful. **3** FEPTO theatre and social dreaming **2** Large group reflection could have been more to the point. We need more time together to share in plenary and less small groups. **2** Focus on important needs in group. The children topic. Everything went very well. The mixture of “business”& PD-exchange. It was both: continuation and new topics. The LOC was wonderful. Tour to Jerusalem with dinner and dancing. Very good organization of social events and unofficial encounter. A lot of information was not very good prepared

1	2	3	4	5	6	7	8	9	10
unsatisfied		satisfied 7		more than satisfied 26			above expectation 29: S 62		
			7	5	4	17	18	6	5

3. WHAT DO YOU THINK OF THE INFORMATION BEFORE AND DURING THE MEETING?

+ I think that information was satisfying. There was enough and on time information. Excellent information. Nice to receive a quick answer to my questions by the organizing committee. Very well done. Many information, well selected. Useful was the newsletter, the good program book! **16**

- The logistic for those staying outside could be improved. Transit problems from airport. It was difficult that, when you have questions that are different and you get the same answers. Some confusion with the programme and email-communication – but warm and friendly. Not very well organized in certain areas. Network groups info confusing. Too much, unstructured. During the meeting – could have been clearer. Chaotic. Before the meeting I would have liked to have some more information/timetable, (especially transport & accommodation). **8**

1	2	3	4	5	6	7	8	9	10
unsatisfied 2		Satisfied 9		more than satisfied 20			above expectation 28: S= 59		
	2	4	5	6	6	8	10	7	11

4. WERE YOU SATISFIED WITH THE GENERAL ASSEMBLY?

+ Yes. Partly very good. Interesting from many points of view. Till lunch time excellent. It is getting more structured, wich is good. It was a difficult GA, well conducted. Good facilitation! **4** It was very alive. Well, it is always a turbulent time, but it's getting better and better. **10**

- For me it was confusing and ambivalent. The membership committee didn't take enough responsibility and examine carefully new institutes and tell us everything; don't build a wall of silent. Too long procedure voting new institutes! Better no voting in GA!! Voting for new institutes was catastrophe! **5** Too little structured. I find the buerocratic process hard to deal with. Unprofessional organization, we need for *this* point another structure; there we can learn a lot from others. Long long day. Too much. Unclear, see a group feeling powerless to really meet each other. Why do we have rules if we can vote against them? **12**

What should be different

We need to give thought to understand and change the voting for membership. Unsuccessful candidates could be informed separately – a bit shaming it was. Clearer processes of how training organisations are chosen and questioned. Ambigious criterion. Can I suggest that some oft he reports are read beforehand. Treasurers report only questions to treasurer accepted. I would also like to see a space in the GA for important topics like ethical conduct to be discussed in open form. I need much clearer information about applying for membership. Time and space with the new organizations before the votes. Establishing the quorum should be less complicated. Mre clear procedures, please. Voting could be ter, some subjects need not be discussed with guests! A different procedure to present the results of the voting to handle the news especially for institutes not voted as members of FEPTO

1	2	3	4	5	6	7	8	9	10
unsatisfied 11		Satisfied 22		more than satisfied 18			above expectation 10: S= 53		
4	7	9	13	5	2	11	7	1	2

5. WHAT DO YOU THINK ABOUT THE PRESENTATION AND VOTING PROCESS OF NEW MEMBER INSTITUTES/ORGANISATIONS?

Answers range from "Catastrophy" via "change necessary" and "We must improve" to "very good". Examples of answers: Due to anonymous and secret voting procedure it seems not to be enough transparent. Misunderstanding – more sociometry needed. More like inquisition and kangaroo court than valid ethical process. Very bad, should be totally different, we do not know enough to really decide. I am astonished that there are organisations that do not meet our standards. An unnecessary painful process. Inconsiderate and unempathic. It was very unhappy, unstructured, feeling decisions without real and cleared criterions for the plenum – it was our shadow?! Much “noise”, no clear procedure, norms, rules; lack of leadership in really making a respectful open dialogue. How is it possible to be naked at the presentation and then hear no. It's like abuse, I feel it as injustice – also to have questions in the large group and not directly to the school. Lacking information & standards. It was hard fort he people who were rejected and criticised.

The voting process was quite dramatic; there were some very useful comments after the voting. Very good, more intervention necessary when asking questions. Better to ask during presentation! OK.

Suggestions to change the process

Give them more time and opportunity for presentation. **5** Give more for creative showing what they want, not only power point. We need the same criterions for letting in all newcomers. Need more time to ask questions after the presentation. Presentations: I Wonder if this is the place for questions for clarification to avoid the voting process being such a painful process. The council with the presidents should decide before the Assembly about contents, structure and minimum standard. Some problems have to be solved before GA, some milestones have to be given for power-point-presentation. **2** It would have been good to have been provided with FEPTO training standards. We have to find a way to make it less embarrassing for the candidates. The “inquisition” of new institutes should not be done during the GA. I hope that the membership committee will take care of that new institutes are excepted by the membership committee before presented at the annual meeting; institutes should present themselves according to a manual. Not enough time for presentation; first evening is not the right moment. Newsletter was ok about information but to see the candidates is important. – this needs much more preparation time to think over and the ability to reflect on our leadership in conducting this ship. Work also on communication, help people to speak up and to shut there mouths. Questions to the institutes should be asked just after presentation. Same structure for presentations and recommendations could help; if there are arguments against an applying institute there should be an opening to present them in a written form some 4-5 months ahead of voting. The board should do the inquisition to new institute in GA. No ethic complain in GA. It is important to stop it. One of the recommendations should come from the same country the institute is operating at. Clearer criterion for membership and presentation of the institute. Recommendation should not (only) be given by trainers who have been working for the institute. Contradictory messages:” these institutes have been checked and recommended” versus “ choose yes or no” – so why voting? Voting procedure for membership with written motviation of the votes given to the applying institutes? (with name!). I think we have a completely new process to do

1	2	3	4	5	6	7	8	9	10
unsatisfied 32		Satisfied 16		more than satisfied 6			above expectation 2: S= 56		
5	27	15	1	2	3	1	2		

6. WHAT COULD HAVE BEEN DONE DIFFERENTLY?

Structure: More space for committee, committee work Psychodramatic to work on to have ad hoc results to write down for. We missed the committee meeting, Give more space for committee work (2 hours). **10** Small groups: More time fort he presentation of small groups. More guidance: in our small group we did not know the presentation is lasting 3 min. More „leaders“ or directors for starting in the group. More sessions for small groups. and: Less sessions for small groups. Lots of time was lost and then not enough time for presentationof small groups! **6** Too much structure, too little creativity. it was too full. More free time please. More free time; however the busrides and taxis were well arranged; hotel people were very isolated. **3** I would like the procedure of voting more structured and more clear. have less people present. **3** Clearer structure & keeping to your (own) rules **2** Was very

good. Process of proposing and choosing the topics of the small groups out of the large group did not help all to decide. To build up trust you need enough and not too much structure - process - trust. Only process makes "hysterical" crossing borders people feel powerless. Those who are guests should be presented in the beginning of the meeting.

Warm up: Was very fine. It was good the process of warming up. **9** More warm up and more warm up on real expectation of participants. Warm up to the topic (**2**) more sociometry in the big group to encounter each other. **5** Creative actions were missing. Was very childish, actually not „worthy“ for psychodramatists – much more is possible! There were warm ups? **3** I missed welcome for first comers. Longer time for warming up for new comers. **2** Use microphone please. First evening very difficult to find groups, would have been nice to write on flip charts.

Contents: More professional topics (like Gabriellas lecture). More practice demonstration and intervention. More structure and preparation around topics. Small groups worked on interesting topics – try to make that content more „accessible“ for others – but then give the small groups enough time to share their experiences. New experience? No ☹.

Others: The guests should be presented in the GA, live introduced. Taking care of the feelings of the people who one does not know well. Large group reflection should be directed by someone capable of working with large groups. Space for open discussion – reflective group in each day is not to be cut short. **2** Ethics need to be done at the ethics committee not at voting time. Trying to teach more to the younger generation in FEPTO like: new warm ups, new games, how to use special techniques. The technique and the use of techniques should be better – often you can't understand, because it was too piano. It is good to have FEPTO theatre and social dreaming to elaborate our emotions and our process. Develop one strong network. „open space“ to discuss issues whatever come up. Maybe the drama and the emotions during and after the voting can be avoided. I feel the procedure should be looked at. Add the emails of all participants in the brochure. Creative procedures for accepting new institutes. Could there be an alternative to FEPTO-theatre?

7. TOPIC OR SUBJECT FOR THE NEXT MEETING

- Training and directing styles; structure and spontaneity; Spontaneity vs. improvisation; Professional conduct & ways to deal with difficult issues; more work to do with training standards 6
- dealing with conflicts, The conflict up the table and meet each other; less judging, more understanding; to a better communication; Encounter; open clear dialogue” Transparency 6
- Crossing borders among FEPTO institutes and associations – conflicts and integrations; the subgroups dynamic: who is who? groups dynamics; procedures; Future me, creating new structure for young participants 5
- Ethical issues, ethics outside & inside FEPTO 4;
- changing times, change or acceptance 3;
- Sociatry ; Psychodrama for us and for the world, Psychodrama in the 21th century, Group, individual & psychodrama; social and personal transformation 3
- the courage for life; the surface of life and it's beyond; balance of denial and truth 2
- What helps in PD & sociodrama? Does it help?
- “psychotherapy” with psychodrama
- Focus on other applications of psychodrama and sociodrama, not only psychotherapy; Focus on training the trainers: how to help the next generation to grow

- Working with the large group
- Internal world
- Climb every mountain and stay ?
- Head and Heart or Intrinsic sensitivity and structure
- children and adolescents
- Like this time: enough space for working in small groups
- I think for LOC to decide

Other comments

- Keep the small groups working. Good plan with small group “whole day”,
- Great congress and Israel! Be in peace! Thank you! Wonderful to be in Israel! .2
- The social dreaming was fantastic- an excellent way to create harmony at an institutional level
- If you give your conference this dialogue title, then do something with the group to really work on that subject. If not it’s like “it’s just a title and nothing more” (empty bag)
- Warm thanks to the old council and good luck to the new one in the difficult task to reach work for the balance between welcoming attitude and need for requirements and standards
- FEPTO is a living organisation hope/wish FEPTO good development
- See you in Oslo next year!

LOC

- Dear LOC and volunteers, thank you for your work and love, You were such a warm hosts, thank you!
- Thank you particularly to LOC and lovely Israeli people. Thank you for the hard work and friendliness! Thank you for an inspiring meeting! 5
- Thank you for hospitality
- Very good organizers! Thank you! It was not easy to live in a hotel so far away!
- Thanks for organization it's a very hard job, but I think we should develop for certain part our structure side!
- Thank you LOC!, Thank you Rosa, Yaacov, it was very special to me to be here!
- Great work of the local team! Thank you!
- Good trip to Jerusalem, restaurant an food, music GOOD

Venue

- You did choose the right spot!! The Neve Shalom area was very good, the food, the room wonderful Lovely meeting place in the oasis of peace, Wonderful place

agnes@dudler.org