

# ALC<sup>®</sup> Groups<sup>sm</sup>

## **Group Work Models Descriptions**

Every *Study Group* in Program has a combination of a Group Shepherd, Group Facilitator and a Group Manager. The way these roles are accomplished differs slightly depending on the Journeyman's needs and situation.

Group Work is an opportunity to be involved in shared inner leadership. Every group uses the Group Referee system, and gives ALL GROUP MEMBERS OPPORTUNITY TO LEAD techniques and portions of the meeting.

### **Roles:**

#### **Group Members**

- A sincere individual participating in the GroupWork experience and structure.
- Takes turns Leading techniques, meditations and studies as a "Referee".
- Receive weekly communication through the Group Shepherd.
- Learns the GroupWork System by osmosis through the Rails Communications, Group Shepherd and Group Facilitator (also Group Manager when attending).
- With three weeks of experience ahead Members may lead a new Group (*Facilitator Role*).
- Members grow in a gentle and consistent way through GroupWork and receive the best of the Programs foundation.

#### **Group Referee**

- The Referee is a Member that leads the group though a section of the meeting or a technique.
- Each member of the group has the opportunity to experience the referee role.
- The Referee role builds better communication with Guidance, inner leadership and greater spiritual unfoldment in a positive environment.
- The Group Facilitator delegates this role to several people during the course of a meeting.
- The Referee follows a checklist and usually does not participate in the technique.
- The Referee role prepares the Member to be a Group Facilitator of a newer Group, and other leadership opportunities.

#### **Group Shepherd**

- Participates in the group and takes referee opportunity along with everyone in the group.
- The Group Shepherd is the pivot point and communicator for the group.
- Shares the Group message each week, and other responsibilities as outlined in the Group Roles Descriptions.
- Is the most important position on the *Leadership Opportunity Rails* and shares Program communications and announcements.
- Receives extra spiritual backing and growth for the opportunity.
- The Group Shepherd accelerates his/her growth by working with clear communications from the Rails and regrouping with the *Area Coordinator* monitoring that group.

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## **Group Facilitator**

- Is responsible for delegating opportunity to all group members to referee the meditation, study and techniques and backs the referee if they need help or suggestions.
- Can attend every meeting, especially in the early stages of the Group.
- Sits outside of the circle and does not participate in sharing or techniques.
- If it is the first time a group has experienced a technique, the Group Facilitator may demonstrate or referee initially, but will pass the referee role on to a group member as soon as possible.
- If the energy gets off at any point during the meeting, the Group Facilitator does not take over leadership, but makes suggestions to the referee (like whispering in their ear).
- The Group Facilitator handles the group work fees and is responsible for sending in the proper amounts.
- The Group Facilitator knows the techniques, as s/he has experienced them in a previous group (minimum of three weeks ahead).
- Has ideally experiencing the second step of being trained in the Group Manager opportunity.
- Has experienced the first three weeks of group work or is trained in Group Work Techniques and expansion courses. (See Manager Technique Courses in System Model A.)
- The Group Facilitator learns greater trust with guidance and is connected with the Journeyman/Apprentice relationship and training with the Group Manager and Journeyman.
- The Group Facilitator acts and inspires by simple example for members to become Group Facilitators of the next Groups.
- The Group Facilitator empowers the group by detaching further each group meeting, only assisting when needed, so as to create a powerful self-reliant Group.
- The Group Facilitator may step out from time to time, and not attend a meeting (that the Group knows all the techniques for), to strengthen the group's inner leadership. The Group Shepherd would be assigned the facilitating opportunity.

## **Group Manager**

- Does not attend group meetings.
- Regroups in person or by phone once a week with the Group Facilitators to ensure group member's spiritual needs are met. This could include offering profiles and courses for spiritual advancement. Passes along weekly communication(s) to Group Facilitators.
- May drop by the group meeting occasionally to offer support & answer questions.
- Ideally trained in the GroupWork Structure & Milan course and offers Milan Crash Course to areas with no available Group Facilitator.
- Has taken the Program Technique Courses (e.g. IPM's 521, 522, 523, 524, or 525 which enables them to teach and be a manager). S/he can become a consultant, in the stages s/he is ready for.
- Can be involved in mini tours, state tours, regional tours and national and international tours, as s/he qualifies him or herself, in the courses, training and counseling facets
- Is trained in Course 500B – The Challenge of Group Leadership
- Is trained in Course 532 – Dynamics of Successful Key and Resource Groups.
- Is trained in Course 533 – Expansion into Group Management.

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## **Journeyman**

- An individual committed to clearly passing on their spiritual tools and wisdom as well as learning & growing spiritually.
- Consistently inspires new groups through their own efforts and encouraging/Backing emerging leaders with Lectures and Program, in and outside their area.
- Consistently regroups with the Group Manager for any needs/Leadership training and solutions.
- Maintains a big picture for expanding their area and finding their 20 Key Apprentices.
- Consistently coordinates with the appropriate Rails Position as to ongoing Program and Solutions.
- Consistently coordinates with the “Area Coordinators” on building with “Workshops, Psychic Fairs and Mini-Camps” to build leadership with the Groups and attract searchers.
- Keeps in touch with Groups and people they attract.
- Offers the Milan Crash Course Program as needed.
- Ideally trained in ALC Group Work necessary Profiles (1001, 1002A, 1003A, 1003B, 1003C, 1004, 2001).
- The *Truly Concerned Journeyman* “Gives Opportunity” to Group Members, and other emerging leadership, to participate in the first “3 Priorities”, including promotion, Orientation Lectures and Workshops.

## **Rails**

- Supports the Groups and sincere searchers (1<sup>st</sup> Searcher, 2<sup>nd</sup> System, 3<sup>rd</sup> Journeyman).
- Communicates simply, consistently and inspiringly messages and communications, up & down.
- Regroups with the Group Shepherd weekly on next the group meeting and any needs.
- Inspires and backs Shepherd and Member to deepen their growth and opportunities.
- Is the constant part of the system for the Groups and Journeyman to pivot around.
- Coordinates with the Journeyman for effective program building.
- People on the Rail can also serve as Group Facilitators and Group Managers.
- The Rails system is a copyrighted system, by Alley, and typically *Crew Chiefed* by a Non-Profit organization, usually IPMI.
- The Rails are primarily about Giving Opportunity and Leadership growth.
- The Rails system is designed for universal use and supports the Journeyman so they may continue to build Program.

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## **Main GroupWork Model**

*(See graphics below)*

**Group with Group Shepherd, Facilitator and Manager all functioning in respective roles.**

*Mature system able to handle multiple Groups around a Journeyman (20 plus Groups goal), or in an Area with maximum “Opportunities”.*

- Ideally six to nine People in a Group.
- Group Shepherd consistently communicating and coordinating weekly with Rails.
- Group Facilitator is member of another Group who has experienced at least three weeks of GroupWork, or seasoned group leader.
- Group Manager is a seasoned leader who has facilitated two or more Groups and works closely with Journeymen and the Rails.
- Journeymen maintains a Spiritual and business concern for the Group, Group Shepherd, Group Facilitator and Group Manager, and continually Inspires Opportunity.
- The Rails coordinates, administers and promotes the well being of the Group.

## **GroupWork Leadership OPTIONS**

(GOAL: All option guide the energy toward the “*Main GroupWork Model*”):

### **1. Group Shepherd & Group Facilitator simultaneously**

*Ideal for building, or rebuilding, in your area with no existing Leadership.*

- Is responsible for all regular Group Shepherd duties.
- Group Shepherd also takes the Group Facilitator Role.
- Delegates referee opportunities to all group members.
- There is no detached person sitting outside the circle, as the Group Shepherd will participate when they are not in the referee role.
- Learns greater detachment as *Involved Leadership*.
- Is experiencing the first step of being trained in the Group Manager opportunity.
- Handles sending group enrollment sheets and income themselves.

### **2. “Milan Crash Course”**

*Ideal for Tours, Strong Groups and initial expansion energy where there are no available Group Facilitators.*

- Greatest amount of Group Members are trained in the “crash course” program.
- Group Shepherd is Group Facilitator (same as example “1”).
- Journeymen acts as the Group Manager (same as example “5”).
- Journeymen plugs the Group into the Rails as a “Crash Course Trained” Group.

### **3. Journeymen as Group Facilitator**

*Ideal for first group in expansion process.*

- The Journeymen acts as Group Facilitator, and inspires by simple example for members to become Group Facilitators of the next Groups.
- The Journeymen empowers the group by detaching further each group meeting, only assisting when needed, so as to create a powerful self-reliant Group.

### **4. Experienced Group Member becomes Group Shepherd**

*Ideal for strengthening shy Groups while Journeymen is focused on **expansion**.*

- Allows an experienced group member from another group to take a Group Shepherd role in a newer Group.
- Quickly strengthens the Group by example.
- Supports a group needing greater backing.
- Group Shepherd assumes Facilitator role same as example “1”.

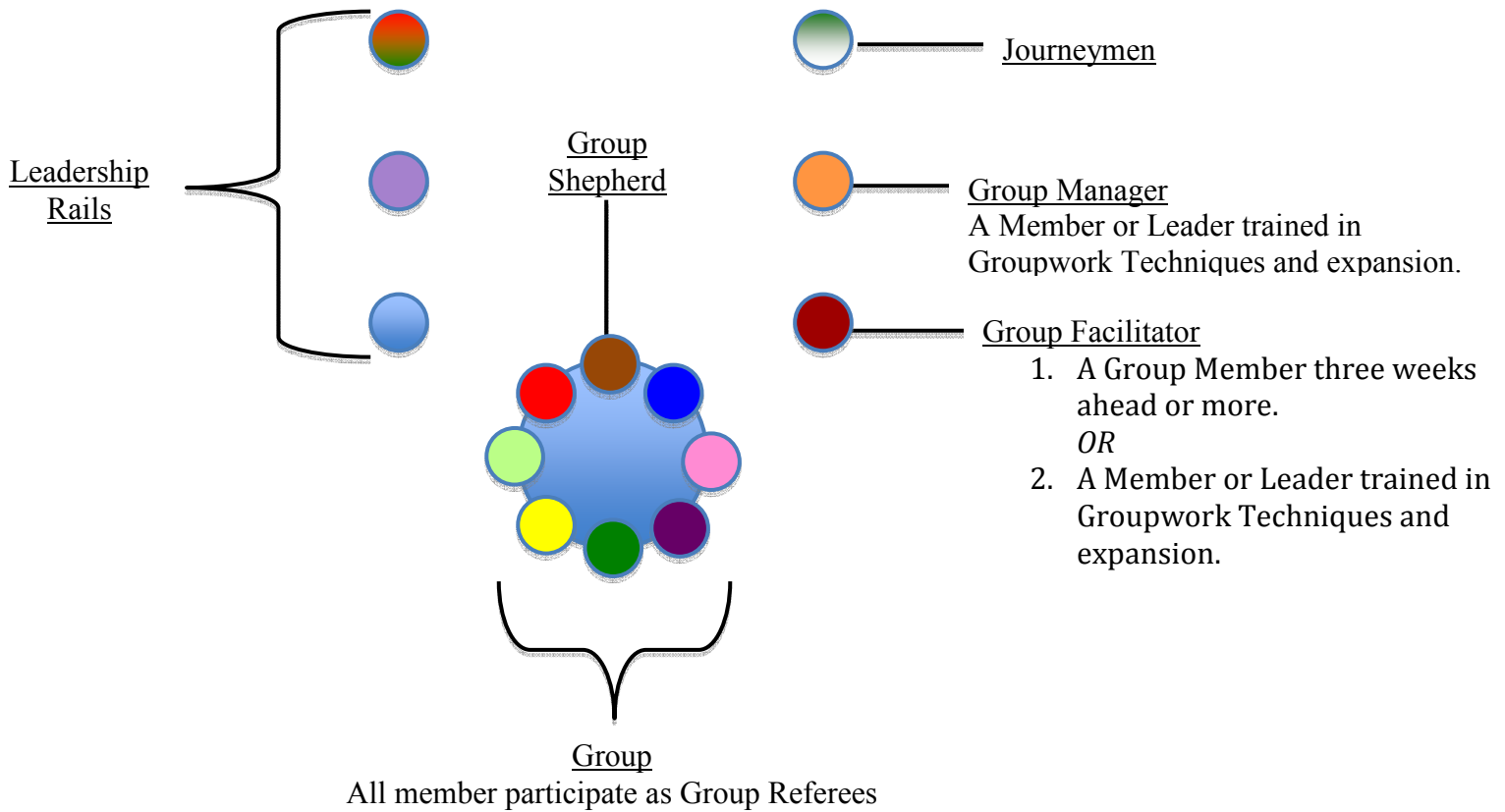
### **5. Journeymen as Group Manager**

*Ideal for touring leaders opening a new areas or no leadership close by.*

- Trains a Group Facilitator or Group Shepherd and Members in the Milan Crash Course prior to leaving the area.
- Group Shepherd also takes the Group Facilitator Role if no Leadership available.
- Delegates referee opportunities to all group members.
- Group Shepherd will participate when they are not in the referee role.
- Is experiencing the first step of being trained in the Group Manager opportunity.
- Handles sending group enrollment sheets and income themselves.
- Regroups once a week with the Group Shepherd/Facilitator by phone. Alternatively the weekly regrouping is delegated to a person on the Leadership Rails for that State/Region/Country or Board Member active in program who passes along weekly communication(s) to Group Shepherd.

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## MAIN GROUPWORK STRUCTURE



## GroupWork Structure Options

