

# Sensitivity sessions gaining in use

All of us in the profession who do group development work get continuing questions about sensitivity training.

Whereas technically this refers to a very specific kind of psychological laboratory activity, it is often a term that is used quite broadly to mean almost any kind of group activity.

The questioner usually has in mind some sort of horror story about a poor, benighted fellow who went to sensitivity training and learned to be totally open and honest. He then returned to his job working for his Scrooge-like boss.

The first day back, our hero supposedly tells his boss what a crude and cloddish fellow he is and gets

himself fired on the spot. Our hero then goes into nervous shock wondering what went wrong.

**THE POSSIBILITY** of all this is pretty remote and not much of a concern in sensitivity training. First of all, any group leader worth his salt is going to "close up" the group as well as "open it up" before leaving it.

Secondly, not many businessmen who have been around the real world for awhile are going to tell their boss where to go, regardless.

There is a danger in sensitivity groups, but really only when they are held within a particular firm



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and composed of members all from the same organization.

**THE ROLE ONE** must assume in a training group is very different from an on-the-job role. It is too much to expect that peo-

ple can shift gears, open up totally, and then play a totally different job role when they get back to the office next Monday morning.

This is just not reasonable psychology. The memory of what was said in the group is certainly going to carry over, and in the real world many things are best left unsaid.

Being honest may mean telling what is the truth, but does not mean telling everybody everything you may think.

The problem is comparable to the boss who goes out to get drunk with the boys and then expects that that role will not change his image at the office the next day. Another comparison is the family business.

How often does a father-boss

want his son to change roles instantaneously and on call from a dependent, grateful boy to a hard-driving, decisive, independent businessman. It does not work.

The role you give an individual in one situation will carry over to another.

**THERE ARE** by now many years of experience with sensitivity groups. The statistics show that a well-designed group virtually never is any harm to a person unless that individual has very serious psychological problems to begin with.

We all kid ourselves a bit, but most of us can face ourselves without being totally torn apart at the sight.

**DR. JOHN M. MARKLEY** of Birmingham has been appointed assistant medical director of the GMC Truck and Coach division of General Motors. He has served as chief of staff at St. Joseph's Mercy Hospital and is a fellow of the American Academy of Family Practice.



J. M. Markley D. L. Currin

## BUSINESS PEOPLE

**DAVID L. CURRIN** of Southfield has been named assistant administrator for information services at Providence Hospital in Southfield. He joined the Providence staff in May, 1973, as an administrative assistant.

**JACK PALUMBO** of Birmingham has been named manager of Xerox Corporation's Detroit metropolitan branch office in Southfield. He has been branch sales manager since 1973 for a marketing and service group here.

**CONSTANTIN V. MICUDA** of West Bloomfield has been elected executive vice president of the architectural firm of O'Dell, Hewitt and Luckenbach, Inc. He joined the firm in 1970.



C. V. Micuda N. Foster

**NORMAN FOSTER** of Birmingham has been appointed vice president of planning and business analysis for Oxy Metal Industries Corp. of Warren.

**JAN BARTLETT** of Troy has been appointed resident manager of the new suburban Los Angeles Kelly Girl office of Kelly Services Inc. Ms. Bartlett joined Kelly in 1973 as a customer service representative for the Northland Kelly Girl branch.

**RICHARD P. SHARPE** of Birmingham has been appointed vice president in charge of marketing for the general seating division of Lear Siegler of Southfield. He has been sales manager of the C. E. Greene, Inc. since 1971.

**FRANCIS G. HAZELROTH** of Troy has been appointed general manager of the service and parts sales division for Chrysler Motors Corp. Hazelroth has been general sales manager of the U.S. Automotive sales division of Chrysler.



F. G. Hazelroth R. P. Sharpe

**MELINDA HILL** of Southfield has been appointed art director for packaging for the E. A. Robinson, Inc. of Troy.

## Business at a Glance

**TWO AREA RESIDENTS** have been elected officers of the Mortgage Bankers Association of Michigan. F. Allen Graham of Birmingham, president of Graham Mortgage Corp. of Southfield, was elevated to the presidency of the 500-member organization. William W. Dwire of Birmingham, vice president of the National Bank of

Detroit, was elected secretary-treasurer.

Birmingham architect **John W. Jickling** has been elected vice president and president designate of the Detroit chapter of the American Institute of Architects. He is currently a director of the Michigan Society of Architects.

### Laird speaks to adcrafters

Melvin Laird, Senior Counselor for National and International Affairs, "Reader's Digest," will be the principal speaker at the Adcraft Club of Detroit's luncheon on Friday, Nov. 22, at the Detroit Heritage Hotel.

Laird will address the Adcrafters at approximately 1 p.m.

He began his political career at the age of 23 when he won an election to the Wisconsin State Senate where he served from 1946 to 1952. Laird was elected to the 88th Congress in 1952 and was reelected eight times.

Cocktails will follow at noon and

## Providence kicks off fund raising

Bloomfield Hills executive **John B. Naughton** will head a \$4 million fund raising campaign for an expansion program at Providence Hospital, 16001 W. Nine Mile Road in Southfield.

Naughton said he accepted the responsibility of the campaign "with a deep sense of awareness of the area's growing health care needs."



JOHN B. NAUGHTON

The Providence expansion program — called new dimensions — "is an excellent step toward meeting those needs at an affordable cost to the patient," he said.

"This is important not only to the patient and family, but also to any of the area's businesses which underwrite employee health care benefits," he continued.

The fund drive, beginning Nov. 21, was announced by Sister Gertrude Bastragel, hospital administrator and president of the board of trustees.



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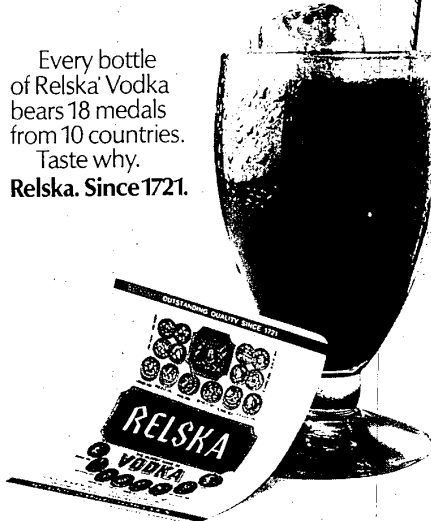
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