

TRAINING MANUAL

An Introduction to the **LEADERSHIP ACCREDITATION PATHWAY (LAP)**

The Balint Society of Australia and New Zealand (BalintANZ) offers a Training Program to become an Accredited Balint Group Leader.

The Leadership Accreditation Pathway aims to promote understanding of psychological and relational aspects of health care, with special reference to the relationship between health professionals and their patients or clients, and to disseminate this knowledge beyond the Society for improvement of health care.

This training manual is intended as an outline of the Training Program. It is not an exhaustive statement of the contents of the training. Nor should it be taken as the final arbiter of requirements of candidates, as BalintANZ may change training requirements from time to time.

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INTRODUCTION

This Leadership Accreditation Pathway is a rich experience which combines Balint group participation and experience with group and individual supervision, leadership opportunities and a chance to join a community of other people who are seeking to deepen their understanding of clinical relationships. This supervised two-to-three-year training is available to members of BalintANZ.

The training is open to professionals from various disciplines including Psychiatrists, Psychologists, Social Workers, General Practitioners, Counsellors, Nurses, Psychotherapists, Psychoanalysts, and others. Other appropriate professional backgrounds may be considered by the Training Committee. Applicants may apply to the Training Committee for Recognition of Prior Learning.

The training is conducted by the Training Committee under the auspices of the BalintANZ Board. The Chair of the Training Committee is a member of the BalintANZ Board and provides feedback on the developments in the training and overall progress of trainees.

APPLICATION PROCESS

The application process entails the **following steps**:

1. The Applicant completes an online form and supporting documents <https://balintanz.org/accredited-leadership/leadership-application/>
2. The Training Committee reviews the application and meets with the Applicant for a *Professional Conversation and Mutual Assessment*. The latter will occur in form of a 30-60 minute meeting between two members of the Training Committee, an invited accredited leader or leader trainer and the Applicant. The meeting will have a broad focus and include identifying the Applicant's suitability to commence the training and develop a bespoke training programme based on the Applicant's professional experiences and circumstances.
3. The Training Committee forwards its recommendations to the BalintANZ Board.
4. The Board approves or declines the application.
5. The Training Committee notifies the applicant regarding the outcome of the application.

FEE

- Membership of BalintANZ
- A training entry fee
- An annual training fee
- Training seminar fee
- Supervision & Observation fees

Fees involved in supervision and observation (observation itself plus meetings before & after & writing report) of the trainee are a matter for negotiation between the relevant parties. BalintANZ does not determine private fee structures.

TRAINING REQUIREMENTS

1. Lead or co-lead a minimum of **30** Balint group case discussions over **20** Balint group meetings, which may include Balint Online for Medical Students (BOMS) and *taster* sessions.
2. Have at least **10** supervision sessions each year with an accredited BalintANZ Leader Trainer.
3. Participate in at least **one** BalintANZ Workshop or equivalent leadership training event.
4. Have **two** observations of their Balint group leadership.
5. Participate in **six** Training Seminars.
6. A **reflective writing** or a **Balint Weaving Seminar** presentation, in which the trainee reflects on their learning experiences.

DESIRABLE EXPERIENCES DURING TRAINING

1. Co-lead with a BalintANZ accredited leader for the equivalent of **6** Balint group meetings.
2. Participate in an ongoing Balint group for at least two years.
3. Join a Supervision Group in the first year of training.
4. Co-lead a Balint Online for Medical Students (BOMS) group or present a Balint Weaving Seminar.

SUPERVISION

At least **10** supervision sessions each year of the training.

***Two** of the ten supervision sessions in any one year can be either co-leader supervision sessions, or group supervision sessions where the trainee has presented their own group at a group supervision meeting.*

Supervision is arranged by the trainee with an accredited BalintANZ Leader Trainer (<https://balintanz.org/accredited-leadership/accredited-leader-trainers/>)

or with a Leader Trainer in training (the latter subject to approval by the Training Committee).

If the trainee is co-leading a group, the other leader should join in the supervision for at least some of the supervision sessions. It can also be beneficial for the supervisor to observe the trainee at least once.

Supervisors undertake to provide **annual reports** (though interim reports can be submitted at any time) on the supervision to the Training Committee and to the trainee.

The trainee is strongly encouraged to have supervision from a minimum of two supervisors over the time of the training.

MENTORING

Trainees are encouraged to seek a Mentor during their Balint Leadership Accreditation training (the Training Committee can assist with this).

The Mentor provides guidance and support to the trainee.

The Mentor has no evaluative role and provides no formal feedback to supervisor or the Training Committee.

However, should the trainee wish, the Mentor could discuss or clarify any training issues (with the trainee's consent) with the Training Committee.

The Mentor might assist the trainee with their reflective piece.

TRAINING SEMINARS

The Training Committee will offer (accredited leader or leader trainer led) bi-monthly seminar series (total of six 90-minute seminars over a 12-month period) on topics such as the Balint method, basic psychoanalytical and group analysis principles, bioethics, professional roles, and identity formation. Trainees will participate in a seminar series during their training.

OBSERVATIONS

Trainees are to be observed in their Balint group leadership of a case by an accredited Leader Trainer (the 'Observer') during **two** separate Balint group meetings.

It is desirable that at least one observation should be at a BalintANZ workshop.

The observations can be done in person or online.

The Observation is arranged by the trainee (The Training Committee can assist with identifying suitable observers).

Dual relationships with the Observers are to be avoided (e.g. the Observer also being a supervisor, own Balint Leader or Mentor). On the other hand, there is benefits for the supervisor to observe the trainee in session, with the group's consent.

Guidelines for the Observation are:

<https://balintanz.org/accredited-leadership/guidelines-observation/>

The observers will provide written reports on their observations to the Training Committee, the trainee, and their supervisor (<https://balintanz.org/accredited-leadership/observation-of-leadership-report/>)

COMPLETION OF TRAINING

On completion of the training requirements, the trainee's supervisor completes a final report concerning the suitability of the trainee for Leadership Accreditation. This report must be discussed between the supervisor and trainee prior to submission to the Training Committee.

*Expected **competencies** for a Balint group leader are:*

Encourage the development of a safe and free environment within the group and awareness of the importance of protecting the frame and boundaries of the group.

Focus the work on an exploration of the relationship between patient and doctor or health care professional, rather than seeking solutions or teaching.

Demonstrate an awareness of group processes and unconscious processes that are likely to affect the task of the group.

Demonstrate an openness to learning about their personal style in leading a group and awareness that their attitudes and responses will influence the dynamics of the group.

Recognise that becoming an accredited Balint group leader is not an end in itself and will require ongoing development as a leader.

The trainee also completes either a **reflective writing** piece (2000 words) **or** presents a **Balint Weaving Seminar** reflecting on their learning experience. The trainee could include the following themes:

Describe something of your own professional development in the context of the work.

Share something of your experience from supervision and from self-reflection during the work.

Interweave an understanding of theory and practice.

Examples of learning and reflection from supervision and on the supervisory process.

Examples of self-reflection or hindsight to aid the work.

Reflections of self-learning and development.

What have you learnt about Balint group leadership and becoming/being a leader? What areas of your professional identity as a Balint group leader need to be the focus of your ongoing development?

How have you experienced your own growth in Balint group leadership practice and as a leader?

Following this, the Training Committee may meet with the trainee to further discuss their progress towards accreditation. When the Training Committee is satisfied with the quality of the trainee's development, it recommends to the BalintANZ Board that the trainee be accredited as a Leader.

CONFLICT MANAGEMENT

Disagreements between the trainee, the training committee, the supervisor or the observer are best managed through a meeting between relevant parties. The trainee could seek support from their mentor in such situations and the mentor (with the trainee's consent) could participate in such

conflict management meetings. Should there not be a satisfactory resolution, the matter would then be escalated to the Board. The Board could choose to deliberate on the matter or appoint a mediator or a special committee. The special committee would then gather evidence and report to the Board. All matters regarding conflict management should be documented and all parties are aware of dual relationships and conflict of interest.

ROLE OF TRAINING COMMITTEE

- 1. Recommends applicants to the Board for approval to begin training.*
- 2. Approves each of the applicant's Learning and Supervision Plans.*
- 3. Assists with the selection, and sign-off on choice, of each supervisor.*
- 4. Receives the annual supervisor reports and each observer report.*
- 5. Appoints observers and approves observations.*
- 6. Assists the supervision process as outlined in the supervision agreement.*
- 7. Monitors progress throughout the training.*
- 8. Requests and reviews a piece of reflective writing from the trainee towards the end of their training.*
- 9. Is available to the trainee to address training issues.*

For further information, please contact the Training Committee training@balintanz.org