

# DEVELOPMENT OF ADVISORS' COMPETENCY USING THE TRAINING GROUP (T-GROUP) METHOD

During the initial training of state-subsidized registered agricultural consultants, we started to use the training group skills development technique two years ago. More than 600 consultants attended the programme. The process is based on the principle of the T-Group developed by world-famous psychologists, combining all human ability-development techniques that allow the personality and behavioural development of members of a group of organizations to be realized. The process



focuses on participant learning: it creates experiential learning based on structured exercises, in which the members of the training group define the mode, quality and pace of learning by solving tasks and situations. Lightweight gameplay ensures that participants are able to detect established behaviour patterns. The backbone of the training consists of exercises that simulate certain life situations in a role-playing form. After the end of each game, the group analyzes the events, discusses the lessons, and finally draws the filtered experiences into similar life situations. Experience shows that the training method is a very effective procedure for invested energy and achievement.

Performance growth can be achieved in three interconnected areas:

- Improves the attitude towards consulting work,
- Expands professional knowledge and
- Consultative skills are developed.

Participants in the workshop can share their experience with other methods of developing consultancy skills.

Moderator:

Dr. **Kozári József**, associate professor, vice-chancellor, Szent István University, Faculty of Economics and Social Sciences, Center for Consultancy and Training, honorary professor of SZE

Dr. **Tóth Krisztina**, associate professor, Szent István Egyetem, Faculty of Economics and Social Sciences, honorary professor of SZE. Activities: extension, teaching, research