

THE LEICESTER
2010
CONFERENCE



Authority, Role & Organisation

Exploring Leadership, Risk & Design
in a Turbulent Global Society

9-22 April 2010

with
Emerging, Furthering
and Advancing Praxis
sub-conferences



THE
TAVISTOCK
INSTITUTE®

Dear prospective member,

The 64th Leicester conference is taking place in times of psychological, social and political flux. The collapse of the financial markets has raised questions around trust, integrity of service and professional values whilst the impact of the turbulent world climate on life on earth is drawing attention to related questions to do with belonging, collaboration and sustainability.

This Authority, Role and Organisation conference will be exploring Leadership, Risk and Design in this context. You, the members, will gather from a range of work settings and roles from public, private and voluntary sectors both nationally and internationally. Together with the international staff we will create a learning organisation for two weeks to examine what is going on in the here-and-now through active participation in the events of the conference.

The conference is an intensive experience which enables you to examine and question the nature of your roles as leaders, managers and followers and the place of your organisations in uncertain environments. The conference will offer you opportunities to take part in developing new structures and technologies of practice to mobilise and encourage creative collaboration and inter-dependency.

If you seek to **understand** yourself as part of a system;

To **enhance** your knowledge through experience of complex dynamics which are sometimes under the surface;

To **manage** yourself better in role;

To **engage with** the questions of task and design uncompromisingly in order to **bring up** a new generation of skillful leaders and managers who will develop vision and foster creativity in a sustainable way;

To **take an active part** in transforming your experience of citizenship in your organisation and society --

then this is the conference for you.

I believe learning is an act of finding and taking up authority. Taking up authority involves risk, and putting one's authority into action involves recognising not only one's responsibility, but also one's accountability to an-other, or a group of others.

Join us at the Leicester conference to learn of the place of feelings, impressions, expectations, thoughts, fears, assumptions and narratives as these reverberate in the conference and create its fabric and to explore both what is known but more so what is not yet known within our organisational life including the relationship between the organisation and its social, political and economic environments.



Eliat Aram
Director, Leicester conference 2010



THE PRIMARY TASK OF THE CONFERENCE IS:

to study the exercise of authority in the taking up of roles through the interpersonal, inter-group and institutional relations that develop within the conference as an organisation in its context.

Who is this Conference for?

This conference is for leaders, managers, educators, researchers, consultants, clergy, clinicians, administrators, entrepreneurs, service providers, professional and technical workers – any **change agent** who wishes to better understand how their organisations function, how they can deepen their understanding of what makes effective and sustainable change and how a local initiative impacts and is impacted by the broader context.

Apply to the Emerging sub-conference if you will be attending a group relations conference for the first time.

Apply to the Furthering or Advancing Praxis sub conferences if you have had a variety of experience of group relations events and may have more ideas about the ways in which you might apply your learning to your working life. Specific opportunities include:

Members of the Furthering sub-conference will have opportunities to shape aspects of their sub-conference's events and by that might impact on the broader conference design.

Members of the Advancing Praxis sub-conference are expected to be able to take up consultative roles and those opportunities will be negotiated and decided upon within the conference institution.

It is likely that everyone will find that the learning they get from their experience of the different events of the conference will have applications afterwards in their working life that they had not anticipated.

For organisations, the benefits of one or more of their employees attending this conference include improved strategic thinking, more effective management based on understanding people in their role and in context and an increased capacity to manage and lead organisations in flux.

PLEASE NOTE: We suggest that if you are living through particular personal difficulties that you consider postponing your attendance to another time as the conference is a learning environment and is not designed as a substitute for personal psychotherapy.

Conference Staff

The Conference Director, Associate Directors (in addition to their consultancy roles) and Conference Administrators constitute the Conference Directorate:

Conference Director and Director of the Emerging sub-conference

Eliat Aram, PhD, C Psych

Director, The Tavistock Institute of Human Relations; Chartered Psychologist (BPS) and UKCP registered Gestalt Psychotherapist; Professional Associate, The Grubb Institute; Member, OFEK, Israel; UK

Associate Conference Director and Director of the Furthering sub-conference

Tim Dartington, MA

Group and organizational consultant; Associate, The Tavistock Institute of Human Relations; Member, OPUS – an Organisation for Promoting Understanding of Society; Member, ISPSO; UK

Associate Conference Director and Director of the Advancing Praxis sub-conference

Bruce Irvine, MA (Clin.Psy), FRSA (UK)

Executive Director, The Grubb Institute, London, UK; Graduate Affiliated Faculty, Leadership Institute, School of Leadership and Education Sciences, University of San Diego; Faculty, MA in Organisational Analysis, Grubb Institute and University of East London; UK

Conference Administrator

Rachel Kelly, BA, MSTAT

Professional Development Coordinator, The Tavistock Institute of Human Relations; Teacher of the Alexander Technique; UK

Assistant Conference Administrator

Coreene Archer, BA, MTh

Operations Manager, The Tavistock Institute of Human Relations; Trustee, Focus Counseling; UK

Consultant staff will be drawn from the following list:

Jinette de Gooijer, PhD, MAppSci(Inn&SerMgt), GradDipBusAdmin, BSocSci(Lib)

Organisation Consultant and Socio-Analyst; Managing Director; Innovative Practice Consulting P/L; President, Group Relations Australia; Member, ISPSO; Associate & National Representative-Australia, OPUS; Australia

Mary McRae, EdD

Associate Professor; Department of Applied Psychology, New York University Steinhardt School of Culture, Education and Human Development; Member, New York Center for the Study of Groups, Organizations, and Social Systems; Associate, AKRI; USA

Joan Roma I Vergés, MA

President of Innova, Association for social and organisational innovation, Barcelona, Spain. Director, Advanced Programme "The Management of Transitions and Organisational Innovation". Organisational Consultant; Spain

Mannie Sher, BA, TQAP, FBAP

Director, Group Relations Programme and Principal Consultant, Organisational Development & Change, The Tavistock Institute of Human Relations; Fellow, British Association of Psychotherapists; Board member, ISPSO; Member, OFEK; UK

Josef Triest, PhD

Clinical Psychologist and supervisor; Training Analyst (I.P.A.), Organisational Consultant; Triest-Sarig clinic – owner; Lecturer, Tel-Aviv University; Clinical Psychology, Psychotherapy School, General BA Program, The Group Facilitators Program; Co-director, The Program in Organisational Consultation and Development; Member, OFEK; Israel

Rosemary Viswanath, PGDBM

Director, Learning Network; Chief Functionary, EQUATIONS; Professional Member, Indian Society for Applied Behavioural Science; Orientation Committee Member, IFSI; India

John Wilkes, MA (Consulting to Organisations), BA (Humanities)

Leadership Coach and Consultant; Governor, Tavistock & Portman NHS Foundation Trust; Trustee, Bridge86; Co-Chair, Association for Management Education and Development; Lay Panel Member, Nursing and Midwifery Council; UK

Jan Willemoes, MSc (Psych), MSc (Business Strategy & Leadership)

Independent Business Psychologist; member of ISPSO and OPUS; Faroe Islands

THE ROLE OF STAFF:

Working in their consultancy roles in the various here-and-now events, staff are informed by their own experiences of the events and work to the primary task of the event and the conference overall. They will offer working hypotheses based on their understanding of what is happening. Conference staff are not observers of the process but are actively involved in it. They will be examining, interpreting, reflecting and making sense of their own and members' experiences, including those which are hidden and sometimes unconscious. Staff will be as explicit as possible about their task and roles throughout the conference. The ways in which they take up their roles are always open to examination. The conference staff work together as collective management to hold and maintain the boundaries of the conference institution.

When is the Conference? Venue? Cost?

DATES: Friday, 9 – Thursday, 22 April 2010

PLACE:

Beaumont Hall, University of Leicester

FEE:

Emerging and Furthering sub-conferences: £4,100

Advancing Praxis sub-conference: £4,600

The fee includes all accommodation and meals

FREE TIME:

from 5.30pm on Wednesday, 14 April
until 11.00am on Friday, 16 April

DISCOUNTS:

£500 off for applications received by
11 January 2010

£300 off for applications received by
15 February 2010

Additional discounts are available for joint
applicants from the same organisation

BURSARIES:

Partial bursaries are available on request

The Tavistock Institute is a not-for-profit organisation and we try to keep the fees as low as possible. We are grateful to organisations who have supported members' attendance by a donation in previous years – please contact us if your organisation would like to contribute to our Bursary Fund.

HOW DO I APPLY?

For more information and an application form please contact:

Rachel Kelly

E: r.kelly@tavinstitute.org

T: +44 (0)20 7457 3927

F: +44 (0)20 7417 0566

Applications: All applications for the reservation of a place at the conference should be accompanied by the **booking fee of £600.**

Acceptance to the conference is not automatic and places are limited.

CLOSING DATE FOR APPLICATIONS:

Thursday, 1 April 2010

BEAUMONT HALL in the botanic gardens of the University of Leicester is a grade II listed building. It is easily accessible by rail, road and air.



“The music of the Tavistock.
The music of the unconscious.”

GERT BARSLUND, CLINICAL AND ORGANISATIONAL PSYCHOLOGIST, DENMARK

“Once I start thinking about the conference I realize that there is a fine web from this conference which has been layered into my life.”

MARTIN TEMPUS, HEAD OF BUSINESS DEVELOPMENT ASIA PACIFIC,
SULZER PUMPS ASIA PACIFIC, CHINA

“Leicester has revived my awareness of how powerful the unconscious forces are within a team and workplace. It has also renewed my ability to pick up on these forces... By remaining in role, I am feeling more fulfilled in the work that I do.”

NATHAN JONES, PROGRAMME MANAGER, SECONDARY CARE TEAM,
EAST MIDLANDS HEALTHCARE WORKFORCE DEANERY, UK

“My capacity seems to have been transformed... I have become steadier – more contained... I have been able to hold a more complex picture of the system in my mind, with more connections, more interweaving, and with the structure staying apparent.”

SEBASTIAN PARSONS, CEO, ELYSIA, UK





Group Relations Conferences: The Leicester Conferences

Group Relations conferences are educational events - the design for these has been developed by pioneers from the Tavistock Institute of Human Relations (TIHR) over the past 60 years.

We believe that strategic and structural dynamics of organisations can be studied and understood and the knowledge acquired and applied by working through the conscious and unconscious dynamics of leadership and management in organisations. We believe that our conference facilitates integration of intellectual capacity and emotional intelligence thereby producing leaders with creative visionary potential and enabling them to work more effectively at helping their employees and themselves to adapt to and take on future roles.

The Institute's Group Relations Programme has collaborative links with organisations around the world which run group relations conferences based on our Leicester model:

AGSLO (Sweden)

The AK Rice Institute (USA)

The Bayswater Institute (UK)

CESMA, Milan (Italy)

GRA (Australia)

Group Relations International
(The Netherlands & USA)

Group Relations Nederland (The Netherlands)

The Grubb Institute (UK)

IL NODO Group, Turin (Italy)

IFSI (France)

Innova (Spain)

**Instituto Mexicano de Relaciones
Grupales y Organizacionales** (Mexico)

Metanoia (Finland)

NAPSO (Denmark)

OFEK (Israel)

Sukrut (India)

**Tavistock Consultancy Service,
The Tavistock & Portman NHS
Foundation Trust** (UK)

T-Consult (Peru)

Our Group Relations Programme's staff also design, direct and staff programmes for other organisations – for example, companies, industrial concerns, educational institutions, professional associations, voluntary bodies and community organisations.

About the Tavistock Institute

The Tavistock Institute of Human Relations is a not-for-profit organisation which applies social science to contemporary issues and problems. It was formally founded as a registered charity in 1947 although its work started before the War, together with the Tavistock Clinic.

The Institute is engaged with evaluation and action research, organisational development and change consultancy, executive coaching and professional development, all in service of supporting sustainable change and ongoing learning.

Our staff work creatively with people involved in innovative activities, working across boundaries

or in difficult situations. We combine research and analytical skills with practical help in devising solutions and in following through to implementation, and are particularly known for our capacity to work with issues that are otherwise hidden, and sometimes unconscious.

Our professional development opportunities include the Coaching for Leadership and Professional Development course, the Practitioner Certificate in Consulting and Change (P3C), the Work Study Groups, one day Essential courses and a portfolio of Group Relations tailored events.

“As a ‘space’ for learning, [the conference] reminded and convinced me of the necessity to work in the ‘here and now’... I can read about how this works... but that particular learning was ‘bodily’ and therefore enlivened the conceptual learning.”

BARBARA WILLIAMS, MANAGING PARTNER, WILLIAMS O’CONNELL ASSOCIATES, CANADA

www.tav institute.org
www.grouprelations.com

