



the predicament of joining with others to get things done

October 22 - 24, 2010

**Lesley University, Brattle Campus
Cambridge, MA**

The Center for the Study of Groups and Social Systems
The A. K. Rice Institute for the Study of Social Systems
Lesley University
present

A Weekend Group Relations Conference in the Tavistock Tradition

www.csgss.org

Preliminary Conference Schedule

Friday, October 22

11:30 a.m. - 12:00 Noon Registration On-Site

12:00 Noon - 9:00 p.m.

Saturday, October 23

9:00 a.m. – 9:00 p.m.

Sunday, October 24

9:00 a.m. – 2:30 p.m.

A more detailed schedule will be provided upon registration.

Conference Location

Lesley College, Brattle Campus
Corner of Mason and Brattle Streets
Cambridge, MA

Conference Fee

\$300 fee, postmarked on or before October 1, 2010

\$350 fee, postmarked after October 1, 2010

\$25 reduction for full-time students with IDs

\$25 reduction for members of AKRI or CSGSS

\$25 reduction for 3+ persons from the same institution applying as a group

Need-based fee reductions are available*

Contact

Please direct all questions concerning participation and registration to:

Lyn Yonack

Associate Director for Administration

413-528-5833

lyn.yonack@verizon.net

Primary Task

This conference is designed to provide participants with opportunities to experience and examine systemic processes - overt and covert, conscious and unconscious - encountered in the exercise of authority, leadership, and power. The conference design and staff consultation will focus particular attention on the predicaments of joining with others to get things done. Members learn primarily through action and reflection on their experience during the conference.

Purpose

The purpose of the conference is to promote increased awareness and leadership competence in personal, work, and community arenas.

Conference participants will have opportunities to:

- Learn about group processes by participating in groups that vary in size, structure, and task
- Discover aspects of group life that create vitality and differentiate from those aspects that create resistance
- Observe the impact on leadership and authority of individual characteristics including race, ethnicity, religion, nationality, gender, social-class, sexual orientation, and age
- Recognize personal and group reactions to crisply defined authority and frankly delineated boundaries
- Experience different types of authority – that which is imposed or formally delegated by a superior, that which is sanctioned by subordinates, colleagues, or clients, and that which is inherent to the role and the individual in that role
- Experiment with various social behaviors that emerge when people try to work together
- Identify underlying patterns of group interaction by forming groups, establishing governing structures, and relating with other groups and the institution as a whole
- Understand the difference between the stated task of a group and the often-unconscious tasks the group actually appears to be pursuing
- Work with others to articulate how conference learning applies to personal, work, and professional experience

Context

As technology advances and barriers between social groupings ease, people are drawn into unavoidable and ever closer interdependencies. Thus the word “predicament” in the subtitle of the conference, defined by Webster as a particularly unpleasant, troublesome, or trying situation, from which extrication is difficult. Take, for example, preventing the spread of infectious disease from

one country to another or the need to verify and regulate the movement of money in order to provide aid or do business with other countries. In such predicaments, our ability to work together, or more often our inability to work together, takes on enormous impact. How do we approach these situations with something other than a fight/flight response and actually get something done? What can we learn about managing in a world where our well-being and at times our very survival depends on working out things with other people?

Attendees will have the chance to experience and study this dilemma in the immediate and often compelling Tavistock conference model. Our focus will be the complex human processes involved in joining that frequently involve giving over parts of loyalties, aspirations, preferences, traditions, styles, and other aspects of identity to the alchemy of a group that is committed to shared goals. Insight and understanding gleaned at this conference will help people who attend to address the difficulties of getting things done in their back-home lives and jobs.

A Systems Learning Model

As it unfolds, the group relations conference creates an experiential laboratory, a temporary institution that provides opportunities to study both the obvious and not-so-obvious dynamics of organizational life. By holding certain factors constant (task, role, time, and place), participants can see other aspects of leadership emerge in the present experience. Thus members become participant-observers who make meaning of the very institution they are in the process of co-creating. This temporary organization mirrors the patterns and relationships of our work and personal lives, enabling us to learn simultaneously on intellectual, emotional, political, and even spiritual levels. Consultants provide observations to promote awareness of emerging themes regarding leadership, authority, task, role, and boundary formation. While intellectual learning about group and organizational behavior is available in many different forums, the group relations conference is a rare enterprise that allows participants to learn experientially.

This model of working and learning evolved from the work of pioneers in group relations theory: A. Kenneth Rice, Wilfred R. Bion, Gordon Lawrence, Pierre Turquet, Eric Miller, and others associated with The Tavistock Institute of Human Relations in London in the 1950s. Their ideas have since been adopted throughout the world. In the United States, the A.K. Rice Institute for the Study of Social Systems is the national organization that sponsors, through the Boston Center, this group relations conference and other educational training events.

Conference Structure

The conference is structured through a series of events that provide opportunities to learn through examining one's experiences in a variety of contexts. The events begin and end promptly at the times designated.

Plenary

Plenary events bring together the conference staff and members to introduce the conference events and to discuss conference learning.

Small Study Group (SSG)

Members are placed into groups of typically no more than 12 diverse individuals. The task of each group is to study, with the benefit of staff consultation, its own behavior and dynamics in the here-and-now of experience.

Large Study Group (LSG)

The entire conference membership meets together, with a team of staff consultants, as a single group with the task of understanding its own behavior as it happens.

Institutional Event (IE)

The Institutional Event provides opportunities for conference participants to study authority and leadership by forming their own groups and interacting with other such groups. During the Institutional Event, the entire staff is present as a group and is available for observation, consultation, and interaction.

Review and Application Group (RAG)

Review and Application Groups are formed so that members with similar backgrounds can work together first to facilitate understanding of the roles they adopt within the temporary institution and later to consider, as they approach the end of the conference, how to apply their learning to their professional and personal.

Silent Group

The early morning silent group, which is optional for both conference staff and conference members, occurs twice during the conference to provide participants with the opportunity for reflection in the presence of others.

Conference Staff

The consulting staff serve in a variety of roles. Their roles are designed to encourage awareness, reflection, and understanding of both the internal and external experiences of leadership in relationship to emerging systems dynamics. Staff works with members to understand how best to apply what is

learned at the conference to back-home work and personal life. While the learning focuses on organizational dynamics, participants often gain significant insight about how they affect and are affected by the collective themes, assumptions, myths, and actions that occur in the various groupings at the conference.

Administrative Staff

Conference Director

Dannielle Kennedy, LICSW, PhD, Principal, WorkLab, Organizational Consulting and Applied Research; Psychotherapist, private practice, Cambridge, MA; Member, CSGSS; Associate, AKRI

Associate Director for Administration

Lyn Yonack, MA, MSW, Psychotherapist, private practice, Great Barrington, MA; Advanced candidate at Berkshire Psychoanalytic Institute; Member, CSGSS, APsaA; Associate, AKRI

Associate Administrator

Marc Kessler, PhD, Clinical Psychologist, Teacher and supervisor, University of Vermont, retired; Administrative and consulting positions on Group Relations conference staffs; Member, CSGSS; Associate and Fellow, AKRI

Consulting Staff

Dannielle Kennedy, LICSW, PhD (see above)

David Armstrong, BA (Oxon), BA (Cantab), Organizational psychologist and consultant; Principal Consultant, the Tavistock Consultancy Service, the Tavistock and Portman NHS Foundation Trust, London; Member, International Society for the Psychoanalytic Study of Organizations (ISPSO)

Samar S. Habl, MD, Staff psychiatrist, Austen Riggs Center, Stockbridge, MA; Executive coach at IMD, Lausanne, Switzerland; Board Member, CSGSS; Associate, AKRI

Lewis H. Spence, JD, Professor of practice, Harvard Graduate School of Education; Lecturer, Harvard Kennedy School, Cambridge, MA; former Commissioner, Massachusetts Department of Children and Families; former Deputy Chancellor, NYC Schools; Member, CSGSS; Associate, AKRI

Omowale Tanimu Elson, PhD, Managing Principal of Elson Consulting Group, LLC; Senior Fellow, James MacGregor Burns Academy of Leadership,

University of Maryland; Adjunct Associate Professor, Department of Business & Management, University of Maryland University College; Minister, Sons of God Apostolic Spiritualist Baptist Church of Barbados; Associate, Washington Baltimore Center for the Study of Group Relations; Member, Plexus Institute, International Forum for Social Innovation of France; Associate, AKRI

Matthew H. Tye, PhD, Vice-President, Ritchie Tye Consulting; Adjunct faculty, Social and Organizational Psychology, Teachers College, Columbia University, New York; President, Pratt-Heins Foundation; Member, Group Relations International; Associate, The New York Center for the Study of Groups, Organizations, and Social Systems; Associate, AKRI

Kathleen Pogue White, PhD, Psychoanalyst and leadership development consultant, New York; Founding Member and Past Director, William Alanson White Institute Organization Program; Fellow, AKRI, ISPSO; Member, Group Relations Board of Review, Tavistock Institute

Policies and Registration

ATTENDANCE POLICY

Individuals who know in advance that they are unable to attend all sessions are discouraged from applying since the conference events connect and create a temporary institution. Also, because experiential learning events of this kind may be stressful, individuals who are ill or are experiencing a period of personal difficulty may wish to forego attendance at this time.

CEUs

This program has been approved for 19 Approved Entity Continuing Education hours for relicensure, in accordance with 258 CMR. Collaborative of NASW and the Boston College and Simmons Schools of Social Work Authorization Number D50003.

LHMC CEUs pending.

REGISTRATION

To register, mail or email this form to:

Lyn Yonack
Associate Director for Administration
342 Main Street
Great Barrington, MA 01230
lyn.yonack@verizon.net

Registration Information

Title* _____ Name* _____

Address _____

City* _____ State/Province* _____

Country* _____ Zip/Postal Code _____

Phone _____ Fax _____

E-mail _____

Employing organization/affiliation* _____

* The above information denoted by an asterisk will appear on membership lists. The information below will be used only by staff and administration of the conference.

Work role _____ Age _____

Gender _____ Race/ethnicity _____

Other aspects of identity _____

I learned about this conference through (please be specific) _____

Previous A.K. Rice/Tavistock experience? (check one):

None One Two Three or more

Payment

Conference Fee

\$300 fee, postmarked on or before October 1, 2010

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\$25 reduction for full-time students with IDs

\$25 reduction for members of AKRI or CSGSS

\$25 reduction for 3+ persons from the same institution applying as a group

* Need-based fee reductions are available

* Participants with limited resources, such as students and people working for non-profit organizations, may apply for fee reductions by submitting a letter stating the reasons for the request. The request, accompanied by a completed application and a \$20 refundable deposit, must be received by **September 24, 2010**. Please send letter and deposit to:

Lyn Yonack
342 Main Street,
Great Barrington, MA 01230
lyn.yonack@verizon.net

Method of Payment

Check (payable to CSGSS) enclosed in the amount of \$_____

Or Charge to VISA MasterCard

Name on card _____

Card number _____

Expiration date _____ (mm/yyyy) Amount \$_____

Signature _____

Withdrawal Policy

An administration fee of \$20 will be retained if the application is withdrawn on or prior to October 1, 2010. No refunds will be issued after this date.

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Agreement

I have read in detail the brochure for the October 2010 weekend group relations conference, **We, They, Us, Them: The Predicament of Joining with Others to Get Things Done** and hereby apply for membership. I understand that this brochure constitutes the contract between me and CSGSS and that my application authorizes the organization to conduct the conference in the manner described. My conference fee, deposit, or voucher accompanies this application. I understand and agree to all policies stated on this application form.

Signature _____ Date _____

Please pass the word to others you know who might be interested and direct all questions concerning registration and participation in the conference to:

Lyn Yonack
Associate Director for Administration
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413-528-5833