

THE LEICESTER
2013
CONFERENCE

**AUTHORITY
ROLE
ORGANISATION**

Studying space, pace, purpose
in hyper-turbulent times

12 – 25 April 2013

Beaumont Hall, University of Leicester

THE
TAVISTOCK
INSTITUTE®

Dear prospective member

We are writing this letter at a time when the Olympic and Paralympic spirit of building a peaceful and better world with “mutual understanding and a spirit of friendship, solidarity and fair play” is moving across the nations of the world. The application of sports science to sporting activity has raised the level of human physical achievement to unprecedented heights. Likewise, the Leicester conference, also a two-week event, brings people from around the globe (at Leicester 2012, over 20 nations were represented) to engage in the application of social science to human social activity in order to deepen understanding and improve performance of our social institutions.

Somewhat similar to Olympic and Paralympic values of determination, courage, inspiration and equality, this year, the theme of the conference is *Studying space, pace and purpose in hyper-turbulent times*, offering opportunities for the examination of leading and following; the space between planning and chaos; between anticipating and identifying what already ‘is’; and working with the emergent and the uncertain without losing the ground, the traditional and the historical.

The Leicester conference allows for the expansion of time and space in order to study the impact of hyper-turbulence. In the conference, which is defined as a temporary learning organisation, time and space are located in a number of coordinated events of interdependent components that challenge us to re-examine our values, beliefs and knowledge.

Hyper-turbulence is a flow that is characterised by chaotic and random changes which we offer as the context within which members and staff will be engaging in creating the rhythm of the Leicester conference events, entering the dialogue between conscious and unconscious dynamics, the dance between spontaneous and planned action. The events of the Leicester conference create conditions of possibility, with consequences sometimes surprising or unexpected.

We invite you to join us and others in this joyous, exciting, and perhaps risky quest for increased theoretical and practical understanding of how we manage ourselves in our roles in our organisations, environments and political and social worlds.

Eliat Aram and **Mannie Sher**

Directors

Leicester conference 2013



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 within its wider context.

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

CONFERENCE STAFF

CONFERENCE DIRECTORATE:

The Conference Directors and Conference Administrators (in addition to their consultancy or other roles) constitute the Conference Directorate:

Conference Directors

Eliat Aram, PhD Cpsych. CSci

CEO, The Tavistock Institute of Human Relations; Chartered Psychologist (BPS); UKCP accredited Gestalt Psychotherapist; Trainer & Supervisor, Metanoia Institute, London; Member, OFEK; UK

Mannie Sher, PhD, TQAP, FBAP

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

Conference Administrators

Leslie Brissett, MSc, DHMSA

Acting Operations Manager, The Tavistock Institute of Human Relations; Executive Coaching and Partnership consulting; Non-Executive Director, Regional HQ National Health Service (UK); Partner in Passion, The Grubb Institute; UK

Rachel Kelly, BA, MSTAT

Professional Development Coordinator, The Tavistock Institute of Human Relations; Member, Society of Teachers of the Alexander Technique; Member, British Wheel of Yoga; UK

THE ROLE OF STAFF:

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 as well as of members' experiences, including those which are hidden and sometimes unconscious. Conference 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. They work together as collective management to hold and maintain the boundaries of the conference institution.

CONSULTANT STAFF:

will be drawn from the following list:

Jolita Buzaityte-Kasalyniene, PhD

Head, Social Work Department, Vilnius University; Member, National Board of Social Work; Representative, Vydunas Youth Foundation; Chair, Ethics Committee, Lithuanian Scouting Association; Lithuania

Jennifer W Campbell, MA Org Psych, Post Grad Man Cons, ORSCC

Senior International Consultant, Leadership, Organization Development and Change; Member International Coach Fed. (ICF), Certified Organization & Relationship Systems Coach, Center for Right Relationship (CRR), USA; Co-active Leader, CTI, Europe; The Netherlands

Zahid Hoosein Gangjee BSc Psych (Hons), MSc Applied Psych (Calcutta University)

Fellow, (IIM, Ahmedabad); Chief Executive, Zahid Gangjee & Associates, Organisation and HR Consultancy, Kolkata; India

Michael Lindsay, PhD

Member, The Grubb Guild; Principal Consultant, Adaptive Edge Consulting; Psychologist, Clinical Private Practice; Instructor, Bikram Yoga; Member, ISPSO; Member, AKRI; USA

Julian Lousada

Chair, British Psychoanalytic Council; Psychoanalyst and Organisation Consultant; Former Clinical Director and Consultant Psychotherapist, Tavistock and Portman NHS Foundation Trust; Principal Consultant, Tavistock Consultancy Service; UK

Stephen Otter QPM, MSc (Econ)

HM Inspector, Her Majesty's Inspectorate of Constabulary; former Chief Constable, Devon and Cornwall Police; UK

Barbara Lagler Özdemir

Director, oezpa GmbH, Academy & Consulting, Erfstadt-Liblar Germany; Co-Director oezpa Group Relations Programs; Senior Coach and OD-Consultant; Cooperating Partner, International Coach Federation, ICF; Visiting Lecturer Fresenius University, Cologne; Certified MBTI Coach; Associate, 'Future Search Network Marvin Weisbord'; Germany/Switzerland

Allan Shafer, MA (Clin Psych), D Litt et Phil

Clinical Psychologist & Socio-Analyst; Vice-President, Group Relations Australia; Former Fellow & Director of Group Relations Programmes, AISA, Australia; Associate, Innovative Practice Consultants; Member, ISPSO; Member, Victorian Association of Psychoanalytic Psychotherapists; Australia

Ellen L Short, PhD

Associate Professor, Dept of Counseling and School Psychology, School of Education, Long Island University, Brooklyn Campus; Counseling Psychologist; Associate, A. K. Rice Institute for the Study of Social Systems (AKRI); USA

WHEN IS THE CONFERENCE? VENUE? COST?

DATES:

Friday, 12 April – Thursday, 25 April 2013

PLACE:

Beaumont Hall, University of Leicester

FREE TIME:

from 5.00pm on Wednesday, 17 April
until 10.30am on Friday, 19 April

FEE:

£4,400 inclusive

The fee includes all
accommodation and meals

DISCOUNTS:

£500 discount

for applications received by
3 December 2012

£300 discount

for applications received by
4 February 2013

An extra **£250 discount**
each for 2 applicants from
the same organisation

An extra **£400 discount**
each for 3+ applicants
from the same organisation

BURSARIES:

Partial bursaries are available on request

The Tavistock Institute of Human Relations 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:

Monday, 1 April 2013

“

It helped in bringing about a deeper understanding of myself, the world as I saw it, plus the opportunities to understand others through meaningful interaction both within and outside of the conference was the best learning experience I have had.”

JACINTHA JAYACHANDRAN
OD CONSULTANT AND MANAGING PARTNER
TRANSCENDIX, INDIA

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 Certificate in Dynamics at Board Level, the Certificate in Coaching for Leadership and Professional Development, the Practitioner Certificate in Consulting and Change (P3C) and a portfolio of Group Relations tailored events.

“

I would strongly recommend the conference as a learning and growth experience. How much fun it also is – socially, intellectually and emotionally.”

ANDY THOMAS,
GROUP ANALYST, UK



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.

GROUP RELATIONS CONFERENCES THE LEICESTER CONFERENCES

Group Relations conferences are educational events which are based on learning through experience – the design for these has been developed by pioneers from the Tavistock Institute of Human Relations (TIHR) for over 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 promotes the integration of intellectual capacity and emotional intelligence so producing leaders who have creative visionary potential, 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:

Argentina: **B&K Change**
Australia: **GRA (Group Relations Australia)**
Denmark: **Napso**
Finland: **Metanoia Instituutti**
France: **IFSI**
(International Forum for Social Innovation)
Germany: **oezpa GmbH**
India: **Sukrut**
India: **The Bion Institute**
Ireland: **IGRO (Irish Group Relations Organisation)**
Israel: **OFEK (Organization, Person, Group)**
Italy: **CESMA Milan**
Italy: **IL Nodo Group Turin**
Lithuania: **Vilnius University**
Peru: **T-Consult**
Spain: **Innova**
Spain: **Leister Consultores**
Sweden: **AGSLO**
The Netherlands: **Group Relations
Nederland**
The Netherlands & USA:
Group Relations International
UK: **The Bayswater Institute**
UK: **The Grubb Institute**
UK: **The Tavistock & Portman
NHS Foundation Trust**
USA: **The AK Rice Institute**

“

..I can't help feeling intensely excited by what I continue to learn from what is the most revolutionary approach I have ever experienced.”

DAVE VANDERHOVEN,
INDEPENDENT RESEARCHER, UK

Our Group Relations Programme designs, directs and staffs programmes for other organisations – eg, companies, industrial concerns, educational institutions, professional associations, voluntary bodies and community organisations.

www.tavinstitute.org