



THE
TAVISTOCK
INSTITUTE

THE LEICESTER
2008
CONFERENCE

Authority, Role and Organisation

Exploring freedom and participation
in a globalised society

31 MARCH – 13 APRIL 2008

Beaumont Hall
at the University of Leicester

with Emerging, Furthering and Advancing Praxis sub-conferences

Dear Prospective Member,

Much has been written about today's life being faster and more immediate in a world which is generally experienced as 'smaller' than ever before. This experience has been termed 'globalisation'.

Much has also been said about the nature of participation and the meaning of freedom in such a diverse society in which many of us live. Questions of identity, uniqueness and individuality stand in contrast to the process of globalisation.

This 62nd Leicester conference will busy itself, more than ever before, with the lived experience of this tension. Taking place in its traditional setting in the grounds of Leicester University, with diversity and internationality of both members and staff as two of its core values, it will offer exciting opportunities for learning based on examining what is going on in the here-and-now.

I believe learning in itself is an act of finding and taking up authority. Members are invited to grapple with the freedom offered by the 'learner' position. This embodied experience of potential learning can be exhilarating as well as challenging and mostly, although it is a personal experience, it depends on members' capacity to collaborate and find ways of having dialogue.

Members work in a range of groups all of which develop within the boundaries of this temporary organisation. The members will come from a range of work settings and roles: leaders, managers, entrepreneurs, consultants, educators, community leaders, clergy, researchers, administrators, professional and technical workers, from public, private and voluntary sectors, both within and outside the UK. Members are placed in sub-conferences that reflect something about their previous experiences of a conference of this kind.

You will have opportunities to learn about the place of feelings, impressions, expectations, thoughts, fears, likes and dislikes as these reverberate in the conference and provide the fabric that makes up the understanding, the relationships and the relatedness within and between individuals, groups, organisations and systems.

You are invited to take up the challenge of learning both about what is known but more so about what is not known in our organisational life and about the relationship between the organisational to its social, political and economic environments.

I encourage you to take up the invitation to be a member at our Leicester conference, find out about the relationship between yourself and your environment, the creative potential embedded in this relationship and your capacity to transform organisational life into a meaningful experience of citizenship in this world.



Eliat Aram
Director, Leicester conference 2008

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, entrepreneurs, managers, academics, researchers, consultants, trainers, clinicians, administrators, service providers – who wish to deepen their understanding of professional relationships in a variety of contexts. The Leicester conference has three sub-conferences:

The Emerging sub-conference is for those who are attending a Group Relations Conference, or the Leicester conference, for the first time. The only requirement for participating in this sub-conference is a willingness to learn from the experience of taking part in the events. You may have ideas about how this conference may be useful to you in your current or future work or in your professional development, and you may also find that your learning has applications that you have not anticipated.

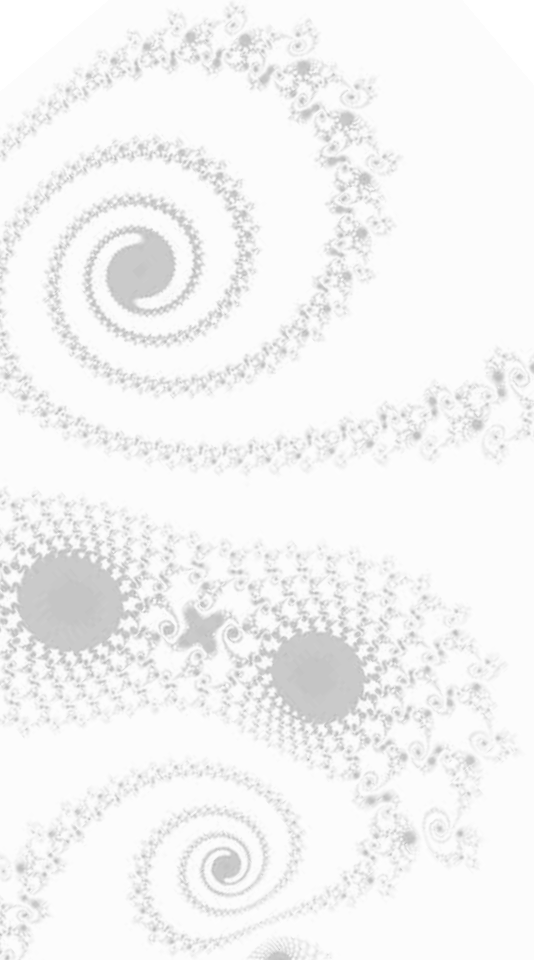
The Furthering sub-conference is for those who have already experienced learning from group relations events, including at least one residential conference of this kind. You may therefore have more ideas about the ways in which you are thinking of applying your learning in this conference to different aspects of your working life.

Places in the Emerging and Furthering sub-conferences are offered on a first come, first-served basis.

The Advancing Praxis sub-conference: This sub-conference provides opportunities for experienced organisational change agents to develop new understandings in their current work situations.

Advancing Praxis members may have opportunities in the conference to take up consultancy roles. These will be negotiated within the conference.

Applicants for the Advancing Praxis sub-conference will have had considerable experience of learning in the Tavistock Group Relations tradition, as members and also perhaps as staff of other conferences. You must support your application to the Advancing Praxis sub-conference by letter, details of which are given in the application form. Places in the Advancing Praxis sub-conference are limited and acceptance into the Advancing Praxis sub-conference is subject to the agreement of the Director of the Advancing Praxis sub-conference and the Conference Director.



Conference Staff

CONFERENCE DIRECTORATE:

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

Principal Organisational Development Consultant, Tavistock Institute; Chartered Psychologist and Psychotherapist; Trainer & Supervisor; Metanoia Institute; Professional Associate, The Grubb Institute; Member; OFEK, Israel; UK

Associate Conference Director and Director of the Furthering sub-conference

John Bazalgette, MA, Dip Ed

Senior Organisational Analyst, The Grubb Institute; UK

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

Mannie Sher, BA, TQAP, FBAP

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

Conference Administrator

Rachel Kelly, BA, MSTAT

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

Assistant Conference Administrator

Rina Tagore, BA Psych, MA Psych

Senior Community and Social Policy Planner; Auckland City Council, New Zealand

CONSULTANT STAFF:

Consultant staff will be drawn from the following:

Gabriella Braun, MEd, MA

Principal Consultant, Tavistock Consultancy Service, Tavistock and Portman NHS Trust; Tutor, MA and Professional Doctorate 'Consultation and the Organisation: Psychoanalytic Approaches'; Organisational Consultant in private practice; MTSPAP; Member, ISPSO; UK

Gouranga Chattopadhyay, DPhilSc, (Calcutta Univ) FASc&T (West Bengal), FCSA (Melbourne)

Emeritus Professor; Academy of HR (Ahmedabad), CEO, Chattopadhyay Associates: Organisational Consultants & Personal Counsellors, Kolkata, India

Matthieu Daum, MSc

Founder and Consultant, Nexus; Orientation Committee member, International Forum for Social Innovation (FIS), Paris; Professional Associate, The Grubb Institute; Professional Associate, The Tavistock Institute; France

Zachary Gabriel Green, PhD

Executive Director; Alexander Institute International, The Netherlands; Graduate Faculty, Leadership Institute, School of Leadership and Education Sciences, University of San Diego; Executive Coach, The World Bank Group; Founding Member, Group Relations International; Fellow, AK Rice Institute, USA

Bruce Irvine, MA (Clin.Psy), FRSA

Executive Director; The Grubb Institute; Consultant Clinical Psychologist; Member of FIIIS and Associate International Faculty, Leading Consultation, FIIIS, Paris and Hull University; Graduate Affiliated Faculty, Leadership Institute, School of Leadership and Education Science, University of San Diego; UK

Adib Jarrar, DESS, MA

Independent Organisational Consultant, Clinical Psychologist, Paris, France and East Jerusalem, Palestine

Joan Roma I Vergés, MA

President of INNOVA, Associació per a la innovació organitzativa i social, Barcelona; Spain; Professor of Consultation (Master HHRR and O.C.), IL3 Universitat de Barcelona; Consultant in Organisations, Barcelona; Spain

Martha C M Mens, (Psy), MPC

Psychologist; MPC Psychodynamic Counsellor; Advisor and Consultant, Expertise Centre Governmental Advice; Supervisor and Study Group Consultant, Executive program, Counselling, Coaching and Consulting, Utrecht School of Governance; The Netherlands

Dorothee v. Tippelskirch-Eissing, PhD

Psychoanalyst, private practice, Berlin; member of the German Psychoanalytical Association (IPA); Germany

Kathleen Pogue White, PhD

Psychoanalyst and Leadership Development Consultant; Founding Member and Past Director; William Alanson White Institute Organization Program; Member; Group Relations Committee, Tavistock Institute; USA

THE ROLE OF STAFF:

The conference staff work together as collective management to hold and maintain the boundaries of the conference institution. 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 they take up their roles is always open to examination.

When is the Conference? Venue? Cost?

DATES:

Monday, 31 March 2008 –
Sunday, 13 April 2008

FREE TIME:

From 5.30pm on Saturday, 5 April
until 11.00am on Monday, 7 April

PLACE:

Beaumont Hall, University of Leicester

FEE:

Emerging sub-conference: **£3,950**

Furthering sub-conference: **£3,950**

Advancing Praxis sub-conference: **£4,250**

The fee includes accommodation and all meals

DISCOUNTS:

£500 for applications received
by **26 November 2007**

£300 for applications received
by **21 January 2008**

Extra discounts 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.



Botanic Gardens, University of Leicester

How do I apply?

For more information and an application form please contact:

Rachel Kelly

Conference Administrator
The Tavistock Institute
30 Tabernacle Street
London EC2A 4UE, UK

E: r.kelly@tavinstitute.org

T: +44 (0)20 7457 3927

F: +44 (0)20 7417 0566

APPLICATIONS:

The application form for the reservation of a place at the conference should be accompanied by the **booking fee of £1,000**. Acceptance to the conference is not automatic and places are limited.

CLOSING DATE FOR APPLICATIONS:

Monday, 10 March 2008

www.tavistockinstitute.org
www.grouprelations.com

Tavifox

I met a fox on my way back here
last night
I'd been to dinner with my father
and sat alongside him for a while
before leaving
driving through a calm night along
smooth empty city streets evenly
avoiding stoplights
but along the private hotel drive I notice
annoyance, at the halting, and acceleration
past sleeping policemen
when a flash of orange betrayed itself
then retreated into learning and skill
I stopped completely.
It was a ridiculous and free offer
of a ride, to be alongside me
my passenger
I watched the fox for the time it stayed
For the time that he did not run

Head of Strategic Commissioning,
Suffolk County Council's Adult and Community Services;
Member at the Leicester conference 2007

Group Relations Conferences: The Leicester Conferences

In the late 1940s, Wilfred Bion conducted experiential groups which were the forerunners of the extended residential group relations conferences (the Leicester Conferences) which the Tavistock Institute initiated in 1957 and have been running ever since.

The organisational design for these educational events was developed by Kenneth Rice. Rice's application of the open system model to the design of conferences for experiential study of group processes illustrates one of his distinctive contributions to organisational analysis and design which was to bring together the open systems and psychodynamic perspectives. This lies at the heart of the Leicester conference model.

The conference events are roughly divided into two types: 'here-and-now' experiential events and 'review and application' events. The 'here-and-now' events which include large study groups, small study groups, an inter-group and an institutional event are designed to explore the evolution of relations and learning through the experience in the living present. The 'review and application' events which include work in small groups and in plenaries offer opportunities to begin the process of making sense of the here-and-now experiences in the conference and the there-and-then back-home work situations, as well as integrate and consolidate experience with theory.

The Tavistock & Portman NHS Trust is one of a number of institutions which themselves run conferences based on the Leicester model. Others with which the Tavistock Institute's Group Relations Programme has collaborative links include:

AGSLO (Sweden)

The AK Rice Institute (USA)

Bion Institute (India)

CESMA, Milan (Italy)

The Grubb Institute (UK)

GRA (Australia)

Group Relations Nederland
(The Netherlands)

IL NODO Group, Turin (Italy)

IFSI (France)

INNOVA (Spain)

ISLA (South Africa)

Metanoia (Finland)

MundO (Germany)

OFEK (Israel)

The Tavistock Institute's Group Relations Programme also designs, directs and staffs programmes for other sponsors – for example, industrial concerns, educational institutions, professional groups, voluntary bodies and community organisations. In addition, the Programme itself periodically runs shorter residential and non-residential conferences and seminars, which address specific work and organisation-related themes, including a short group relations conference for business executives in the autumn.

CAUTION: Because participation in the conference can sometimes be stressful, it is recommended that people who are susceptible to stress should not attend. The conference is not designed as a substitute for personal psychotherapy. In addition, we suggest that those who are living through particular personal difficulties seriously consider postponing their attendance to another time.



What is the Tavistock Institute?

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 Tavistock Institute is a not-for-profit organisational consultancy, research and professional development organisation which applies social science to contemporary issues and problems. The Tavistock Institute of Human Relations was formally founded as a registered charity in September 1947 although its work had started at least a decade previously, as part of the Tavistock Clinic.

Nowadays, The Tavistock Institute is engaged in research, organisational development consultancy, role consultation and executive coaching, evaluation and professional development work all in service of supporting change and learning. The Institute is interested in inter-organisational relations, the emergence of knowledge society, and problems of organisation, particularly in the delivery of public policy.

Tavistock Institute staff work creatively with people involved in innovative activities, working across boundaries, or in difficult situations. In their work, TI staff combine research and analytical skills with practical help in devising solutions and in following through to implementation, and are particularly known for their capacity to work with issues that are otherwise under-the-surface.

Professional development opportunities include a coaching Course, Group Relations conferences and the Institute's 18-month modular MA degree course in Advanced Organisational Consultation which is validated by City University.

