

THE LEICESTER
2014
CONFERENCE

4-17
AUGUST

**Authority & Role
Living, Leading &
Learning in our
Organisations**

Training Group +
Design Event

University of Leicester

THE
TAVISTOCK
INSTITUTE®

DEAR PROSPECTIVE MEMBER

With all the turbulence and frenetic commercial struggle for survival in the world, is it really realistic for people to meet for a two week residential professional development programme?

We believe so. The Leicester Conference has been delivering timeless leadership education since 1957 applying its innovative learning- through- experience model. This is vital because the world is facing unprecedented yet enduring challenges: vast international migration, global warming, civil war, government lockdown, weapons of mass destruction, religious fundamentalism, invasion, austerity, terrorism, systemic failure of our civic services, deaths of children. On the other hand, there are huge technological advances in our ability to feed and heal the increased human population, success in developing new sources of renewable energy, advances in the Human Genome Project to combat disease and international programmes to improve the mental, emotional and spiritual lives of individuals through greater appreciation of education, art and culture.

What greater attraction can there be than the promise of improved integration, of bringing together more strongly our quest for greater authority and power in our organisations and our humanity in the form of a better understanding and tolerance of each other and the more creative use of our imagination and our limitations?

Having been to Leicester you will never run around in the world like the White Rabbit calling out frenetically "Oh dear! Oh dear! I shall be too late!"... as the space and time for learning at the Leicester conference allow people greater access to embodying their creative, intellectual and emotional selves and for insightful reflection and application of this learning back at work and home.

Join us at Leicester in August of 2014 as we collectively learn to lead and live processes of continuity and renewal for ourselves, our organisations and our societies.

Eliat Aram and Mannie Sher
Co-Directors
Leicester conference, 2014

Who are YOU? said the Caterpillar.

This was not an encouraging opening for a conversation.

Alice replied, rather shyly, I- I hardly know, sir, just at present- at least I know who I WAS when I got up this morning, but I think I must have been changed several times since then.

What do you mean by that? said the Caterpillar sternly.
Explain yourself!

I can't explain MYSELF, I'm afraid, sir said Alice,
because I'm not myself, you see.

I don't see, said the Caterpillar.

I'm afraid I can't put it more clearly, Alice replied
very politely, for I can't understand it myself to
begin with; and being so many different sizes
in a day is very confusing.

It isn't, said the Caterpillar.

Alice in Wonderland by Lewis Carroll

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 within the conference) constitute the Conference Directorate:

Conference Directors:

Eliat Aram PhD, Cpsych, CSci

CEO, The Tavistock Institute of Human Relations; Chartered Psychologist and Gestalt Psychotherapist; Trainer & Supervisor, Metanoia Institute, London; Member, Royal Society of Medicine; Member, OFEK, Israel; UK

Mannie Sher PhD, TQAP, FBAP

Director, Group Relations Programme and Principal Researcher & Consultant, The Tavistock Institute of Human Relations; Fellow, British Association of Psychotherapists; Member, International Society for the Psychoanalytic Study of Organisations (ISPSO); Member, OFEK, Israel; UK

Conference Administrators:

Leslie Brissett JP MSc

Company Secretary, The Tavistock Institute of Human Relations; Executive Coaching and Partnership consultant; Governor, Westminster Kingsway College; ISAAC Member, British Psychoanalytic Council; 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:

Frances Abraham MA

Principal Researcher & Consultant, The Tavistock Institute of Human Relations; former Chair, Group Relations Subcommittee, The Tavistock Institute Council of Management; UK

Victor Olufemi Adebowale CBE, MA

Chief Executive, Turning Point; Director, Leadership in Mind; Visiting Professor and Chancellor, University of Lincoln; Chair, Collaborate; Cross Bench Member, House of Lords; UK

Gabriela Barrial Lic. Psych, Cert. TIHR (P3C)

Private practice of psychoanalysis, CEO, B&K Change Consulting; Founder, Group Relations Argentina; Principal POC & OD Consultant; Professional Associate, TIHR; Member, ADRHA, ISPSO, OPUS; Argentina

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

Chief Executive, Zahid Gangjee & Associates, Organisation and HR Consultancy, Kolkata; Focus is on helping people manage change at individual, interpersonal, group, inter-group & total system levels; India

Julian Lousada

Chair, British Psychoanalytic Council; Psychoanalyst and Organisation Consultant; Partner, Peopleinsystems; Former Clinical Director / Consultant Psychotherapist, Tavistock and Portman NHS Foundation Trust; UK

Beverly Malone PhD, RN, FAAN

CEO, National League for Nursing; Clinical Psychologist and Nurse Administrator; Member, IOM; Member, Fellow Midwest, AKRI; USA

Avi Nutkevitch PhD

Clinical Psychologist & Training Analyst (IPA); Organizational Consultant; Lecturer/ Supervisor, Israeli Psychoanalytic Institute; Senior Lecturer, MBA program, College of Management; Co Director, Program in Organizational Consultation and Development: Psychoanalytic-Systemic Approach; Member/ Past Chairperson, OFEK, Israel.

Barbara Lagler Özdemir

Managing Director, oezpa GmbH, Academy & Consulting, Ertstadt-Liblar Germany/St Gallen, Switzerland; Co-Director oezpa Group Relations Programs; Senior Coach/ OD-Consultant; Cooperating Partner, International Coach Federation, ICF; Germany/Switzerland

Matías Sanfuentes Astaburuaga PhD

Doctor in Psychoanalytic Studies, University of Essex, UK; Assistant Professor, Faculty of Economics & Business Administration, University of Chile; Psychologist, Psychodynamic Psychotherapist; Organizational Consultant; Member, ISPSO and OPUS; Chile

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:

Monday, 4 – Sunday, 17 August 2014

Place:

John Foster Hall, University of Leicester

Free time:

from 4.45pm on Saturday, 9 August
until 10.30am on Monday, 11 August

Fee:

£4,400 inclusive

The fee includes all accommodation
and meals

Training Group:

£4,750 inclusive

Discounts:

£500 discount for applications
received by **17 March 2014**

£300 discount for applications
received by **30 June 2014**

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.

I feel myself with a
different perspective to
life and in this way my
problem solving is easier

Nasrin Amiri, Board Member,
Iranian Academy of Child
and Adolescent Psychiatry, Iran



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, 21 July 2014


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.



Leicester helped me take
my first steps in understanding
competition, rivalry and envy
in myself and at work

Dr Nadine R Tchelebi,
Senior Lecturer in Organisation Studies,
Faculty of Business and Law, UK

GROUP RELATIONS CONFERENCES THE LEICESTER CONFERENCE

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:

The conference and my learning from the experience remain at the front of my mind giving me inspiration, encouragement, insight and joy

The Venerable Dr Tim Stratford,
Archdeacon of Leicester, UK

Argentina: **B&K Change**
Australia: **GRA** (Group Relations Australia)
Australia: **NIODA** (National Institute for Organisational Dynamics)
Denmark: **Napso**
Europe: **PCCA** (Partners in Confronting Collective Atrocities)
Faroe Islands: **NOV**
Finland: **Metanoia Instituutti**
France: **IFSI** (International Forum for Social Innovation)
Germany: **oezpe GmbH**
India: **Group Relations India**
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**

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.

a refreshing dive into a
kind of a pool into which
many streams of contexts
and cultures poured

Rumen Petrov, Lecturer in Group
Relations at BIHR, NBU, Bulgaria



www.tavinstitute.org

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