

## Dear Prospective Member

It has been said that a pilot doesn't need to be clever, just intelligent in the face of the unexpected.

The unexpected is ubiquitous and inevitable; it exists in the marketplace and in relationships of all forms of organisation. We ordinarily think negatively about it, however, the unexpected does not just pose risk but also provides opportunities for creativity and change. It is by definition both unknown and familiar.

Both the new and the unattended have a capacity to surprise when we are not alert to their presence. The Leicester conference will study what it is that leads us to flighting and what needs to be present if we are to use fighting in the service of creativity rather than destructiveness.

Our worlds of work and society face enduring challenges. These challenges require from us the capacity to work together, which is of course well known, but perhaps it is harder to learn about why this togetherness is so hard to achieve and sustain. In all these matters,

the combination of well used authority, power, and humanity are central ingredients if creative intelligence and imagination are to find their place in modern organisations.

The Leicester conference has, since 1957, through its innovative method of learning through experience, been providing the space and time to explore and understand better the social and personal factors that are influentially present.

The 69th Leicester conference will continue to engage people at-work in all capacities with the task of learning in ever-changing yet familiar environments and we very much hope that you will choose to join us there.

Flight LEI69 is now boarding and we look forward to welcoming you to the Leicester conference 2015.



Eliat Aram and Julian Lousada  
Conference Directors

## CONFERENCE STAFF

### Conference Directorate:

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

#### Directors:

**Eliat Aram PhD, Cpsych, CSci**

CEO, The Tavistock Institute of Human Relations (TIHR); UK

**Julian Lousada**

Psychoanalyst; Chair, British Psychoanalytic Council; UK

#### Administrator:

**Rachel Kelly BA, MSTAT**

Prof. Development Coordinator, TIHR; Teacher, Alexander Technique; UK

#### Assistant Administrator:

**Matt Gieve BSc**

Researcher / Consultant, TIHR; UK

"what I notice that I constantly do is to view the world with much broader lenses than before it feels as if nothing is heavy and unbearable after having lifted the weight together there"

Qi Zhang, Bridge & Enrich, The Netherlands

#### Consultant Staff:

**Victor Olufemi Adebowale CBE, MA**

Chief Executive, Turning Point; Member, House of Lords; UK

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

CEO, B&K Change Consulting; Founder, Group Relations Argentina

**Leslie Brissett JP MSc**

Company Secretary, TIHR; UK

**Zahid Hoosein Gangjee MSc (Applied Psych)**

Executive Fellow, IIM; Organisation Consultant; India

**Oren Kaplan PhD**

Dean, Business School, College of Management; Clinical Psychologist; Israel

**Jennifer Lee PhD**

Clinical Psychologist, Columbia University Medical Center; USA

**Michelle S May D Litt et Phil**

Professor, Dept Indus/Org Psychology, UNISA; Clinical Psychologist, RSA

**Carlos Sapochnik MA (RCA) MA FCSF FISTD FHEA**

Organisational Consultant and Researcher; UK

**Rosemary Viswanath PGDM**

Organisation Change Consultant; Managing Trustee, Group Relations India

**Dorothee von Tippleskirk-Eissing PhD**

Psychoanalyst, private practice (DPV, IPA); Member, PCCA; Germany

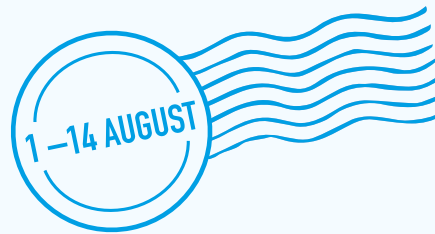
"at the end of the Conference I regretted finding it so late in my life/career though I reflect that I behaved at Leicester as that younger me. I feel richer emotionally and professionally"

Andrew Jones, Accadence, Singapore

**THE ROLE OF STAFF:** Staff 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, from their involvement not from the role of observer. They will be as explicit as possible about their task and roles throughout the conference, which are always open to examination. They work together as collective management to hold and maintain the boundaries of the conference institution.

#### 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.



## The Leicester Conference

Authority & Role:

Flighting & Fighting in our Organisations

The Tavistock Institute

at The University of Leicester

WITH TRAINING GROUP

THE  
TAVISTOCK  
INSTITUTE®

### WHEN? WHERE? HOW MUCH?

**Dates:** Saturday, 1 – Friday, 14 August 2015

**Place:** Stamford Court, University of Leicester

**Free time:** from 4.45pm on Thursday, 6 August until 10.30am on Saturday, 8 August

**Fee:** £4,400 inclusive  
The fee includes all accommodation and meals

**Training Group:** £4,750 inclusive

#### **Discounts:**

£500 discount for applications received by 16 March 2015

£300 discount for applications received by 29 June 2015

An extra £250 discount each for 2 applicants from the same organisation and £400 discount for 3+ applicants

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:  
[www.tavinstitute.org/LEI69](http://www.tavinstitute.org/LEI69)

or contact: Rachel Kelly, pre-Conference Administrator  
E: [r.kelly@tavinstitute.org](mailto:r.kelly@tavinstitute.org) T: +44 (0)20 7457 3927

**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, 20 July 2015

Printed on 100% recycled paper

### 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.

"I feel that the conference, all those in it, around it will stay with me for a very very long time it was mind blowing, a rollercoaster ride, overpowering at times, frightening and yet so intriguing"

Jenni Jones, Tayside Centre of Organisational Effectiveness, Ninewells Hospital, UK

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.