

THE POLITICS OF LEADERSHIP

MANAGING AUTHORITY IN ROLE

October 2016, Saturday 15th to Monday 17th

Dear Prospective Participant,

“The Politics of Leadership: Managing Authority in Role” will take place during trying times for our country, Latin America and the global world. The current social, economic, political, psychological and climatic factors we are dealing with increase the already existing differences among people; sometimes straining daily bonds and promoting antagonisms that are hard to reconcile.

Traditional patterns we have learnt to exercise the politics of leadership are breaking down and being replaced by new forms of management, leadership and collaboration. New technologies, new ways of relating and new learning practices are disrupting how we think, feel, live and learn.

To reflect on these matters in the current context creates agile, healthy and sustainable organizations, who define the role of leadership motivating their people to take up and feel personal responsibility for the collective output.

Group Relations Labs are spaces where we fully encourage group self-management so as to make the group bringing all its internal resources into play to achieve full personal development. We encourage group self-management as a new way to exercise authority in the wide variety of roles we play in the many spheres in which we move in our lives: the family, the community, the organization and the society.

In **“The Politics of Leadership: Managing Authority in Role”** you will learn through experience right while it is taking place in the here and now, and you will have unique opportunities to explore the roles we assume in daily life, through inter-personal and inter-group relations as well as the network of relations within a moving system.

You will find out that learning from experience within a systemic environment implies an unparalleled leadership.

Together, members and staff, we can create a temporary learning organization that will allow you to assess the part you play in each of the events that the Group Relations Lab offers.

- If you want to be part of a system and not in isolation;
- If you wish to broaden your knowledge through experiences that work along complex dynamics, often unknown, which flow beneath the surface;
- If you want to manage the roles you carry out more effectively;
- If you wish to be proactive in your organization and society as a whole by transforming your experience, then:

Trust the process that the experience will stay in your memory for a long time so that you will never forget it.

Gabriela Barrial
Group Relations Lab Director



THE LAB PRIMARY TASK

To provide opportunities to experience, explore and understand the exercise of authority and leadership in groups and organizational life within the framework of the lab understood as a temporary organization.

Testimonials

"I learned to position myself more "firmly" on issues that I believe in and that I want to defend. I believe that since the workshop took place, I have been more "assertive", knowing that running greater risks is the only way to stand up for what I believe in, otherwise the vision would be only in the head. It was certainly one of the most unique experiences I've had so far."

Rafael Russo, Google Brasil

"The rich and deep methodology "Learning by experience," is the art of sustaining uncertainties and the responsibility for what is created (or not) in the immediate moment. To me, that was the essence of what I lived and embodied in a Group Relations Workshop."

Valeria Lisondo, Instituto Lisondo, Brasil

"Nothing is as you think. Things happen, people change, the system takes you, and you struggle to adapt and find your place. An amazing laboratory for understanding how one's personal interests and agendas intersect with the interests of the groups in which we have to participate."

Pedro Algorta, Economista, Uruguay

"I find myself in a different internal position. It is as if the workshop had activated a process that cannot be stopped and it works all the time as a new way of thinking, listening and looking. I feel myself authorized, connecting with the group more fluently without getting lost, without losing my authority."

Lucía Made, Socióloga, Argentina

"I think we are formatted for the logic of action and achievement. The debacle of this system resulted in the appearance of another logic: the logic of "being" in the 'Here and Now'."

Jaime Fernández Madero, Abogado, Argentina

"The experience of the workshop allowed me to explore the effectiveness or dysfunctionality of the roles that I exercise in my life, which I have acquired greater authority to lead effectively in complex situations. The workshop is a revealing experience, challenging and dizzying, you can experiment, explore and learn what it means to be part of a social system."

José Tomás Saffirio, Consultor Organizacional, Chile

WHO IS THIS GROUP RELATIONS LAB FOR?

The Lab is designed for anyone who is interested in increasing his or her capacity to function effectively in work settings by developing a deeper understanding of authority and leadership in contemporary organizations. It is also recommended for those who have an interest in group dynamics within organizations.

Companies and institutions generally include this lab by way of part of a transitional or organizational change process, as a meaningful way of preparing the members of a team that are taking part in the process. It is also useful for the development of potential and teamwork.

METHODOLOGY

During the workshop, there will be no lectures or master classes. The staff performs its role as consultants. We invite each one of the members to learn through experience, that is, to experience what happens as it happens, and as far as possible, to be aware of what is going on. We do not prescribe what their choice ought to be.

During the temporary experience of the workshop we recreate paradigmatic situations that are common to experience in actual organizations.

Members will have opportunities to:

- Understand the differences in influence among those with formally authorized work roles and those of informal leaders
- Innovate the way in which we take up roles and relate to the people we interact with.
- Recognize and integrate the emotional and irrational aspects of organizational life and the various forces that affect our own roles and organization.
- Explore how the incongruities between the stated and apparent purposes of groups affect organizational life.
- Discover what stirs the team members into action to fulfill their tasks.
- Experience and identify personal characteristics while exercising leadership and their effect on others.

LANGUAGES

The official Lab languages are Spanish and English.

STAFF

THE ROLE OF THE STAFF

The Staff has two main roles:

1. The staff jointly acts as Management of the Group Relations Lab. They manage the resources and boundaries of the event in order to allow the members to focus on the main goal.
2. As consultants, they contribute with their own experiences and reflections in view of what takes place during the sessions, and offer a working model that may be used throughout the Group Relations Lab.

DIRECTORATE



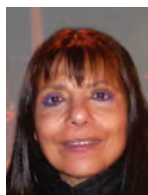
Gabriela Barrial - Lab Director

I am Psychologist, Leadership Development Consultant and Executive Coach. CEO B&K Change. Group Relations Argentina President & Founder; Professional Associate The Tavistock Institute of Human Relations where I also obtained a Practitioner Certificate in Consulting and Change (P3C). Member of ISPSO and O.P.U.S. Argentinean Representation (Organization for Promotion of Understanding of the Society) / **Buenos Aires, Argentina**



Kathleen Pogue White, PhD - Lab Associate Director

Director Pogue White Consultancy LLC. Leadership development consultant and executive coach specializing in individual role and organizational team development in corporate, not for profit and political sectors. Her organizational development work is carried out in teams designed to focus on balancing the dynamics experienced in the workplace with awareness and understanding in order to achieve individual, team and business objectives. / **New York, USA**



Viviane Giselle Levy - Lab Administrator

Executive Director at Quantum Soluciones Actuariales Integradas. Actuary. Certified Public Accountant. English-Spanish Translator of technical/scientific texts. Bilingual consultant in financial services. College professor of Project Management. Member of REN (Red Nikkei), non-profit organization committed to networking among the Nikkei community. / **Buenos Aires, Argentina**

CONSULTANTS WILL BE DRAWN FROM:

Gabriela Barrial



Leslie Brissett JP, PhD

Company Secretary and Main Consultant, I have held several positions in the public sector as senior executive and been a member of its Board of Directors within a political environment I have written, designed and given academic management courses. I am co-director, of the TIHR Dynamics at the Board Level Programme. / **London, UK**



Dr. Matías Sanfuentes

Matías is a Clinical Psychologist and PhD in Psychoanalytic Studies (University of Essex, UK). He is Assistant Professor and Director of the Diploma in Organizational Dynamics, Faculty of Economics and Business Administration, University of Chile. Psychoanalytic Psychotherapist, Organisational Consultant and Executive Coach Member of ISPSO and O.P.U.S. (Organization for Promotion of Understanding of the Society). / **Santiago, Chile**



Dr. Dimitris Vonofakos

Dimitris is a doctor in Psychoanalytic Studies (2009) from the Centre for Psychoanalytic Studies, University of Essex, UK. His work focused on the study of cultures of work in public health institutions. He directed the project "The early work of Wilfred Bion and John Rickman" and is currently working as an organizational consultant at BK Change. Visiting Fellow at the Centre for Psychoanalytic Studies, University of Essex, UK. Argentinean Representative of O.P.U.S (Organization for Promotion of Understanding of the Society). He lives and work in Buenos Aires, Argentina. / **Thessaloniki, Grecia**

GENERAL INFORMATION

WHEN?

Starts: Saturday, October 15, 2016 - 10 AM

Ends: Monday, October 17, 2016 - 6 PM

WHERE?

Estancia La Concepción

Lobos, Provincia de Buenos Aires

www.fitozuberbuhler.com

COST?

The fee includes full accommodation, all meals and attendance at the Lab.

International Participants US\$ 1.400

Local Participants AR\$ 19.500

or the equivalent in pesos argentinos at the moment of inscription.

DISCOUNTS

US\$ 100 - AR\$ 1.400

for applications received before 30/06/2016.

US\$ 100 - AR\$ 1.400

for BK Change clients and alumni.

US\$ 100 - AR\$ 1400

2+ members of the same organization.

Some partial bursaries are available.

CANCELATION POLICY

- Untill el 30/06/2016: 75%
- July 1 - 30: 50%
- From August 1st, no refund



HOW DO I START THE APPLICATION PROCESS?

For further information:

Viviane Levy

E-mail: vglevy@bkchange.com

Skype: [levyviv](https://www.skype.com/people/levyviv)

T: +54.114.872.8189

www.bkchange.com

Gabriela Barrial

E: gbarrial@bkchange.com

Skype ID: [gbarrial](https://www.skype.com/people/gbarrial)

T: +54.114.872.8189

www.bkchange.com

**CLOSING DATE FOR APPLICATIONS
OCTOBER 1st, 2016 – 6 PM**

COMPLETE YOUR APPLICATION FORM HERE

OUR ASSOCIATES

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 that are otherwise hidden, and sometimes unconscious.

implementation and are particularly known for our capacity to work with issues

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.

www.tavinstitute.org



Group Relations Argentina is a not-for-profit professional association whose members work as professors, consultants, psychologists and sociologists coming from the behavioral sciences. Group Relations Argentina is working to develop and apply the field of group relations, socio analysis and systems psychodynamics in Argentina and supports the application of its methods to working with groups, organizations, communities and societies.

www.grouprelations.com.ar



B&K Change was created to provide services to organizations in multiple markets, whether in the public and private sector, in the areas of consulting, organizational change and transformation.

Building on knowledge and experience of organizational issues, B&K Change intervenes around several key organizational dynamics, such as the behaviors of people and relational networks that are established to foster collaboration around achieving objectives. It emphasizes a systemic (organizational) approach to address the forces at work in individuals, working with groups and individuals to create links that facilitate thought and reflection in action.

We offer Professional Development opportunities through our innovative programmes and certificates: P3C Argentina - Practitioner Certificate in Consulting and Change (P3C)

COL-LABS – Collaboration Labs; Certificate in Coaching, Group Relations Workshops, Social Photo Matrix and Organizational Role Consultation.

www.bkchange.com



The Department of Administration is an academic center in the Faculty of Economics and Business, University of Chile. One of its core activities is the training of undergraduate and graduate professionals in the field of Management and its various disciplines. Another major activity is research into companies and organizations in the context of global business that produces publications that are published in major academic journals. The Department, in conjunction with other programs, has a "Masters in People Management and Organizational Dynamics" which includes lectures and workshops in the field of Group Relations theory and practice.

www.fen.uchile.cl



THE POLITICS OF LEADERSHIP

MANAGING AUTHORITY IN ROLE

October 2016, Saturday 15th to Monday 17th