

THE LEICESTER
2012
CONFERENCE

**AUTHORITY
ROLE
ORGANISATION**

**COALITION, COOPERATION
& SUSTAINABLE SOCIETY**

20 APRIL – 3 MAY 2012

THE
TAVISTOCK
INSTITUTE®

Dear prospective member

We invite you to join in an experience of learning that is directly related to the social, political and economic circumstances of our organisations and our societies today.

For the first time in nearly 100 years a coalition government leads Britain. Around the world there is a pull in organisations to create coalitions that work toward a common goal. These coalitions often share resources, gain power and control over resources, and sometimes, as a group survival phenomenon, support aggressive acts to maintain control and power. In many organisations, definitions of leadership are changing in the direction of shared or distributed leadership to promote and develop leadership in others.

We believe that this Tavistock-Leicester conference, the 66th in the series, offers unique opportunities for the study and understanding of questions that are vital to sustainable organisations and a sustainable society. You can expect the conference to help you in your leadership roles: in contributing to coalitions and partnerships; in managing the conflicts that sometimes occur within and between coalition groups and your learning how to collaborate in them. You will have opportunities to experience and study how authority is held and worked with in reference to its conscious and unconscious determinants.

The Leicester conference is an opportunity to raise issues, amongst others, of role, leadership, collaboration and coalition and to debate these. You will be able to learn about innovation and discontinuity through testing propositions that are sometimes based on reason and sometimes on faith, ideology, myth or legend. And these issues can be worked with in an open atmosphere of questioning and exploration.

The design of the Leicester conference 2012 will combine conventional and innovative elements that address, in breadth and in depth, the forces that influence our individual and group identities and our collective behaviour that can be applied also to our back-home institutions. By joining this conference you will spend two weeks in residence in an intense atmosphere with a challenging group of international people from all sectors.

Mary McRae and **Mannie Sher**

Directors

Leicester conference 2012

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

Mary B McRae, EdD

Associate Professor, Department of Applied Psychology, New York University, Steinhart School of Culture, Education and Human Development; Private Practice, Organizational Consultant; Fellow, A K Rice Institute for the Study of Social Systems (AKRI); USA

Mannie Sher, BA, TQAP, FBAP

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

Conference Administrators

Leslie Brissett, MSc, DHMSA

Executive Coaching and Partnership consulting; Non-Executive Director; Regional HQ National Health Service (UK); Professional Associate, The Grubb Institute; Associate, The Tavistock Institute of Human Relations; UK

Rachel Kelly, BA, MSTAT

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

THE ROLE OF STAFF:

Working in their roles, 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:

Coreene Archer, MA

Operations Manager, The Tavistock Institute of Human Relations; School Governor; UK

David Armstrong, BA

Associate Consultant, Tavistock Consultancy Service (TCS); Professional Associate, The Grubb Institute; Member, International Society for the Psychoanalytic Study of Organisations (ISPSO); UK

Judith Levy, PhD

Senior Teacher (retired), Dept. of English, Hebrew University, Jerusalem; Faculty, MBA program in Business Psychology, College of Management, Rishon Letzion; Chairperson, OFEK, Israel; Member OPUS & ISPSO; Israel

Michael Lindsay, PhD

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

Brigid Nossal, PhD

Senior Associate, Innovative Practice Consulting; Socio-Analyst; Lecturer M.Org Dynamics, RMIT University; Founder member, GRA & NIODA; Member, ISPSO & OPUS; Australia

Hüseyin Özdemir, Dipl Oec

Director, oezpa GmbH, Academy, Consulting & Group Relations; Senior Coach, DBVC; Member, Int.I Coach Fed. (IFC); Member, ISPSO; Institutional Associate, SIETAR; Germany

Rune Rønning, DMan, Cand Psych

Chartered Clinical Psychologist; Chief Researcher and Senior Consultant at AFF, Administrative Research Institute, The Norwegian School of Economics and Business Administration; Norway

Mónica Velarde Lazarte, Lic. Social and Org Psych

Senior Consultant/Researcher, TIHR; Founder, T-Consult, Peru; Professional Associate, Grubb Institute; PGD Leading Consultation, IFSI; UK

Rosemary Viswanath, PGDBM

Director; Learning Network; Chief Functionary, EQUATIONS; Professional Member, Indian Society for Applied Behavioural Science; Orientation Committee Member, IFSI; India

WHEN IS THE CONFERENCE? VENUE? COST?

DATES:

Friday, 20 April – Thursday, 3 May 2012

PLACE:

Beaumont Hall, University of Leicester

FREE TIME:

from 5.00pm on Wednesday, 25 April
until 10.30am on Friday, 27 April

FEE:

£4,300 inclusive

The fee includes accommodation
and meals

DISCOUNTS:

£500 discount

for applications received by
28 November 2011

£300 discount

for applications received by
5 March 2012

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, 9 April 2012



The Leicester conference was a life-changing event in my search for the next step in my career – giving up my director's job to work part-time, wanting time to reflect & write based upon my experience as a leader, trusting my re-found creativity”

IRIS VAN DER REIJDEN,
DIRECTOR, AMSTA,
THE NETHERLANDS

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 Eco-Leadership programme, the Certificate in Coaching for Leadership and Professional Development course, the Practitioner Certificate in Consulting and Change (P3C) programme and a portfolio of Group Relations tailored events.

“

The Leicester conference opened new perspectives in the way I engage my competences and consulting skills in social and organisational transformation”

JOÃO PEDRO DE PINHO FIGUEIREDO
COM.SCIENCIA2 CONSULTING, FRANCE



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.

“

I have flashes of insight and excitement and I feel a sense of learning taking place within me”

ALEX MURPHY
MANAGING DIRECTOR
INSEARCH, UNIVERSITY OF TECHNOLOGY
SYDNEY, AUSTRALIA

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: **InTraining**
Australia: **GRA (Group Relations Australia)**
Denmark: **Napso**
Finland: **Metanoia Instituutti**
France: **IFSI (International Forum for Social Innovation)**
Germany: **oezpa GmbH**
Germany/Israel: **PCCA (Partners in Confronting Collective Atrocity)**
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**



...Leicester continues to change the course of my life, my authority and the roles I find myself taking. The conference transformed my sense of self”

DAVE VANDERHOVEN
DIRECTOR
LOCALLY MADE, UK

Our Group Relations Programme's staff also design, direct and staff programmes for other organisations – for example, companies, industrial concerns, educational institutions, professional associations, voluntary bodies and community organisations.

www.tavinstitute.org
www.grouprelations.com