

THE LEICESTER  
**2016**  
CONFERENCE

**TASK AUTHORITY ORGANISATION**

# **THE ART OF ROLE: TAO OF TAVISTOCK**



You are cordially invited to the

**70TH LEICESTER CONFERENCE**

**13 – 26 AUGUST 2016**  
**UNIVERSITY OF LEICESTER**

THE  
**TAVISTOCK**  
INSTITUTE®

## DEAR PROSPECTIVE MEMBER

Task, Authority and Organisation (TAO) evokes the ancient Way of Taoism, life itself, unnameable, paradoxical and only known by how we live it. This is a critical moment in our history, as the UN General Assembly is currently in its 70th session, and is wrestling with how to hold the whole world in mind whilst the Ambassadors work to find, make and take their roles.

In this Conference we will explore the possibilities for us, members and staff, to find, make and take our roles in new ways, in order to play our part in building a sustainable future for our organisations, families, communities and societies.

As technology and the globalisation of business encourages us to work 24-7, staff and leaders in organisations need more time to think but, at the same time, feel they have less of it. The contemporary citizen is struggling to find the line between public and private, work and home, self and other. This pressure to hold multiple roles simultaneously is contributing to the sense of stress and confusion that many of us face.

The way that we conceptualise our various roles is the blueprint from which we act. The 70th Leicester Conference will create a space for a global membership to draw from within themselves and (re)discover the art of role.

The Conference continues the tradition of learning by experience, a low-tech method, where members for 14 days explore inter-personal, inter-group and whole-system relations. No text books, no models or theories to "rote-learn", but experiencing in real time the nitty gritty of leading and following in an organisation. Where an MBA could be described as paddling in a pond, the Leicester Conference is about swimming in the ocean.

I hope to see you in Leicester, as together we experience the TAO of Tavistock and fall in love with work again, through (re)discovering the ART of role.

**Leslie Brissett,**  
**Director of The 70th Leicester Conference**



## 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.

## ALUMNI OF THE LEICESTER CONFERENCE HAVE SAID

*"In our two weeks of intense proximity, I saw patterns of interactions playing out that echoed with what I have seen happen over weeks and months in the working world."*

**Andrew Jones, Executive Coach, Accadence, Singapore**

*"For me, [the conference] surfaced some very profound identity-related issues that impact the way that I engage my work roles... As a 'professional educator' I will mull over the role and treatment of 'fun' in learning for the rest of my life."*

**Dr Leighton Jay, Human Services Consultant, Sotica, Australia**

*"I found the conference a very powerful experience that has affected me both at home and at work. At work it has led me to being much more aware and vigilant in picking up on things I do and what is happening around me and of my role in groups."*

**Dr Angela Devon, Consultant Clinical Psychologist, NHS, UK**

*"I am living in the impact of the Leicester conference on daily basis, yet it has immersed into me, and become more subtle and deeper part of me, to such a degree... I joined a CEO program in Shanghai with CEIBs business school as the coach/facilitator there..."*

**Qi Zhang, Owner, Bridge & Enrich, The Netherlands**



## CONFERENCE STAFF

### Conference Directorate:

The Conference Director, Associate Conference Director, Conference Administrator and Assistant Conference Administrator (in addition to their consultancy or other staff roles) constitute the Conference Directorate:

#### DIRECTOR:

**Leslie Brissett JP, PhD**

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

#### ASSOCIATE DIRECTOR:

**Eliat Aram PhD, Cpsych, CSci**

CEO, TIHR; UK

#### CONFERENCE ADMINISTRATOR:

**Rachel Kelly BA, MSTAT**

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

#### ASSISTANT ADMINISTRATOR:

**Josh Pooley BEng**

L&D specialist, Cognizant; UK

### Consultant Staff:

will be drawn from the following:

**Milda Autukaitė MSc**

HR Director, Swedbank; OD Consultant; Lithuania

**William Crouch Msc, DClinPsych, TQAP**

Consultant Clinical Psychologist/Psychoanalytic Psychotherapist, Tavistock & Portman NHS Foundation Trust; UK

**Adib Jarrar DESS, MA**

OD and Leadership Consultant Psychologist; Psychotherapist; Human, national, personal rights activist, France / Palestine

**Oren Kaplan PhD**

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

**Olya Khaleelee MA**

Corporate Psychologist, Organisational Consultant, Professional Partner, TIHR, UK

**Jennifer Lee PhD**

Clinical Psychologist & Consultant, USA

**Michelle S May D Litt et Phil**

Professor, Dept Indus/Org Psychology, UNISA; Clinical Psychologist; South Africa

**Martha Mens (Psy), MPC**

Psychologist; Managing Consultant, Ministry of Internal Affairs; Supervisor, Executive program, Utrecht University; The Netherlands

**Steen Visholm PhD**

Professor, Roskilde University; Director, MPO; Denmark

**Rosemary Viswanath PGDM**

Organisation Change Consultant; Managing Trustee, Group Relations India

**THE ROLE OF STAFF:** Staff work to the primary task of the conference overall and the specific task of each event. They will offer working hypotheses based on their actual experience and understanding of what is happening. Conference staff are not observers, but active explorers, interpreting, reflecting and making sense of experiences especially those which are hidden and sometimes unconscious. 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.



## WHEN IS THE CONFERENCE? VENUE? COST?

### Dates:

13 – 26 August 2016

### Place:

College Court, University of Leicester

### Free time:

from 4.45pm on Thursday, 18 August until  
10.30am on Saturday, 20 August

### Fee:

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

### Discounts:

**£500 discount** for applications received by  
**7 March**

**£500 discount** if you have participated  
in one of our courses in the last 10 years

**£300 discount** for applications received by  
**30 May**

An extra **£250 discount** each for 2 applicants  
from the same organisation

An extra **£400 discount** each for 3+ applicants  
from the same organisation

High Net Worth Individuals and Corporations can support our Bursary Fund – which exists to assist financially challenged (low earners or developing country) participants to attend. Please contact us if your organisation would like to contribute to our Bursary Fund. The Tavistock Institute of Human Relations is a registered Charity, this conference is run on a not-for-profit basis, Gift Aid can make donations tax-efficient.

### How do I apply?

For more information and an application form:  
**[www.tavinstitute.org/TAO](http://www.tavinstitute.org/TAO)**

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, 1 August 2016

**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 event and is not a substitute for personal psychotherapy.

“How can you get very far,  
If you don't know Who You Are?  
How can you do what you ought,  
If you don't know What You've Got?  
And if you don't know Which To Do  
Of all the things in front of you,  
Then what you'll have when you are through  
Is just a mess without a clue  
Of all the best that can come true  
If you know What and Which and Who.”

*From The Tao of Pooh by Benjamin Hoff*



The Tavistock Institute of Human Relations was formed in 1947 to apply psychoanalytically informed social science to organisational and social issues / problems. It is a key member of the Tavistock Family of organisations along 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.

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

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