

VILNIUS UNIVERSITY
&
THE TAVISTOCK INSTITUTE OF HUMAN RELATIONS

invite you to attend

The 5th International Group Relations Conference in Lithuania with a *Progression Sub-conference*

28th June – 2nd July 2014

A LIGHT IN THE SHADOW OF HISTORY: LEADERSHIP & IDENTITY IN ORGANISATIONS & COMMUNITIES

A working conference based on Tavistock experiential learning
methodology

This programme will mark the fifth joint venture between Vilnius University and the Tavistock Institute of Human Relations. It is based on the theoretical perspectives and methods of group relations as developed in the Tavistock 'Leicester' working conferences on Authority Role and Organisation.

The programme is designed to provide opportunities for learning for leadership. By **examining, interpreting, reflecting and making sense of** experiences in the programme events, leaders and managers will develop understanding of their own organisations and their **roles** within them.

The programme allows the participants to explore the **influence of history in the ways we take up our leadership roles, react to the leadership of others, and construct our identities in organizations and communities.**

The programme focuses on **culture, structure** and **task**, and on the need for understanding the **roles** of participants as they relate collaboratively and competitively with each other. Such understanding involves disciplined attention to your own **experience**, openness to the experience of others, tolerance of **uncertainty** and the readiness to **interpret** what is happening, and the courage **to test your interpretations** through communication and action. This includes being alert to both **conscious** and **unconscious** aspects of behaviour and ways in which behaviour is shaped by the broader social, political and economic **contexts** in which we work and live.

The method of learning is **experiential** – as participants you will be invited to study your own and others collaborative and competitive behaviour as it happens in the different events. **Consultancy** is always available in the programme events.

The focus of learning is based on examining the **'here and now'** of group and institutional behaviour. You will be invited and challenged to take up your own **authority** to accept what proves useful **learning** and reject what is not. Through this process you will be able to reconsider the way that you gain or lose **power** and exercise your **authority** in your organisations.

Who is this Programme for?

The programme draws participants from diverse work settings and roles: leaders, managers, consultants, educators, researchers, administrators and professional and technical workers.

What will you get out of this Programme?

You will have opportunities to learn about how to:

- **manage yourself in the multiple roles** necessary for contemporary leadership where greater inter-personal and inter-organisational collaboration is called for
- use your **emotional literacy** to inform your actions
- explore your **identity** in the context of family, organisation, community, nation, and historical experience
- take up formal and informal **leadership and followership roles** as you explore group, institutional, communal and national dynamics as they happen

The aims, in this programme, therefore, are to:

- bring together understanding of the **conscious and hidden, sometimes unconscious**, motivations and resistance of work and communal groups as they engage collaboratively and competitively with one another
- become more effective in working with the **underlying dynamics** within and between organisations and communities between these and the wider society
- **apply the roles** taken up within the programme to your own organisations, communities and networks.

With these aims in mind, **THE PRIMARY TASK** of the conference is to ...

... **study leadership and identity and the exercise of authority in the taking up of roles through the inter-personal, inter-group and organisational relations that develop within the programme as a temporary organization in its historical and national context.**

Programme Staff

Participants will be working with a staff group that is invited by the programme director on behalf of the sponsoring organisations of the programme - the University of Vilnius and the Tavistock Institute of Human Relations.

The Programme Director and Associate Director, in addition to their consultancy roles, with the conference administrators, constitute the Programme Directorate:

Conference Director:

Mannie Sher, PhD, TQAP, FBAP, Director, Group Relations Programme, the Tavistock Institute of Human Relations, London. Fellow, British Association of Psychotherapists (BAP) and a practicing psychoanalytical psychotherapist. Member, International Society for the Psychoanalytic Study of Organisations (ISPSO); Israel Association for the Study of Group and Organisational Processes (OFEK).

Conference Associate Director:

Jolita Buzaityte-Kasalyniene, PhD, Head, Social Work Department, Vilnius University Faculty of Philosophy. Advisor, Ministry of Education and Science and the Youth Department, Ministry of Social Security and Labour; Member, National Board of Social Work, and Lithuanian Scouting Association; Representative, Vydunas Youth Foundation.

Conference Administrator:

Erika Speicyte-Ruschhoff, Director, Training and Research Programs, the Vilnius Archdiocese Caritas. Lecturer, Department of Social Work, Vilnius University. Associate Student In Postgraduate Studies of Gestalt Psychotherapy, Institute of Gestalt Psychotherapy "Dialogas" in Vilnius.

Conference Associate Administrator:

Rūta Gustainienė, MA in Psychotherapy and Counselling; practicing psychologist; manager of social integration projects; member of the Society of Lithuanian Psychosocial Oncology (POA); member of Lithuanian Psychological Association (LPS).

Consultant Staff will be drawn from the following:

Milda Autukaitė, Masters, Organizational Psychology; Human Resource Management Consultant, HR Director, Swedbank, Lithuania.

Tim Dartington, PhD., writer, researcher and group and organisational consultant; past staff and now Associate of the Tavistock Institute of Human Relations and visiting lecturer, Tavistock & Portman NHS Trust, London; Member, OPUS (Organisation for the Promotion of Understanding in Society) and ISPSO (International Society for Psychoanalytic Study of Organisations).

Olya Khaleelee M.A. Corporate Psychologist, Pintab Associates; Associate, The Tavistock Institute of Human Relations; Organisational Consultant; Past Director of OPUS: an Organisation for Promoting Understanding in Society.

Ross A. Lazar, B.A. (Hons), M.A.T., Psychotherapist, supervisor and consultant in private practice, Munich, Germany; guest professor and supervisor, University of Vienna, Alpen-Adria University, Klagenfurt, and INSEAD, Fontainebleau; staff member and director of Group Relations conferences in Germany and abroad; member, ACP (London), VAKJP, Germany; ISPSO and OPUS.

David Lawlor, PhD, MSc, CQSW, DipAppBehScience. Professional Associate of the Tavistock Institute of Human Relations, formerly Head of Social Work at the Tavistock Clinic and now an independent practicing organisational consultant.

Milena Stateva, PhD., Senior Researcher & Consultant, Tavistock Institute of Human Relations; Academic Teacher, UK and Bulgarian universities; Member, British Psychological Society, British Sociological Association, MENON (European Innovation Network); British Association for the Study & Prevention of Child Abuse and Neglect; European Network for Research in Conflict, Gender & Violence.

The Role of Staff

Staff have specific roles in the programme:

1. They **act collectively as management**. Collective management takes responsibility and authority to provide the boundary conditions – task, territory and time – in such a way that all participants in the programme, the staff themselves and the participants, can engage with the primary task of the programme.
2. Working in their consultancy roles in the various events, informed by their own experiences of the events and working to the primary task of the event and the programme overall, the staff will **offer working hypotheses** based on their understanding of what is happening.
3. Programme staff members are not observers of the process but are actively involved in it. It is important, therefore, to be as **explicit as possible about their task and roles** throughout the programme. The way they take up these roles is always open to examination.

Working Language: The working language of the programme will be **English**. However, where all the members of a group are Lithuanian, Lithuanian may be the language of usage in that group.

When is the Programme? Where? How much?

Time: The programme will begin at 09.00 on Saturday, 28th June 2014, and end at 16.15 on Wednesday 2nd July 2014.

Place: The programme will be held at **Vilnius University, Faculty of Philosophy**, Universiteto st. 9/1, Vilnius. The conference is not residential and participants from other cities or countries should reserve their accommodation at hotels in the vicinity.

Fees: There are two levels of conference fee:

- (a) for participants working in the **public sector**, the fee is 1,100 Lit.
- (b) for participants working in the **private sector**, the fee is 1,800 Lit.

Early booking is advised as the number of places is limited and not guaranteed.

Discounts

- (i) **Early Bird Discount:** For applications received **before 9th May 2014**, there is an early-bird discount of 300 Lit.
- (ii) **Bursaries:** Partial bursaries are available upon request. For more information, please, contact the pre-conference administrator.

Payment can be made by bank transfer. Other administrative details will be given upon completion of the registration process.

Cancellation Policy:

Cancellation occurring on or before 26th June, 2013: 75% of payment will be returned.

Cancellation occurring on or after 27th June, 2013: 25% of payment will be returned.

How do I apply and reserve my place?

Please complete the accompanying application form and return to:

Ms. Erika Speicyte-Ruschhoff

E: grupiusantykiai@gmail.com

T: +370 5 2667610, mob: +370 682 28208

Closing Date for Applications: Monday, 9th June 2014.

Other Administrative Details

Meals: Refreshments will be served morning and afternoon. Meals will not be provided by the programme.

Attendance: As the programme constitutes an integrated whole and its events are all inter-related, participation in all the sessions of the programme is essential. If you know in advance that you will be unable to attend all the events in the programme, we suggest you defer your application to next year.

Certificate: Participants will be issued with a certificate of professional development by Vilnius University.

The Tavistock Institute of Human Relations

The **Tavistock Institute of Human Relations** is a not-for-profit organisational consultancy, research and professional development organisation which applies social science to contemporary issues and problems.

History

The Tavistock Institute of Human Relations was formally founded as a not-for-profit company and registered charity in September 1947 although its work had started at least a decade previously, as part of the Tavistock Clinic. The Tavistock Institute and Clinic, which consisted of a multi-disciplinary group of psychiatrists and social scientists (social psychologists, sociologists and anthropologists) introduced and developed significant and innovative practices to deal with post-war problems including the setting up of transitional communities designed to help re-adaptation to civilian life and the invention of the therapeutic community for psychiatric patients in a military hospital (Miller, 1999).

Currently

The Institute's work today, under the direction of Dr Eliat Aram, is consistent with its original aims. Action research is still a central approach and management of change an almost universal theme. Its approach to organisational consultancy and development reflects its social science tradition. This takes the professional staff of the Institute into a wide range of issues and organisations, nationally and internationally: for example, policy-related research for government departments and local authorities; development in industry and commerce of new forms of work organisation consistent with new technologies; re-alignment of strategy, structure and culture in institutions for higher education, health and social care services and voluntary bodies; support for partnerships; organisational start-ups; development and evaluation of experimental programmes and many others.

The Institute's work with organisations feeds and is fed by the Institute's professional development programmes which taken together form integrated learning pathways for leaders, managers, social scientists and organisational consultants.

University of Vilnius, Department of Social Work

Vilnius University was the first institution in Lithuania (1992) to develop social work study programmes which took its place alongside other study programmes in the social sciences. The VU Social Work Department offers three study programs: a bachelor programme of social work; and two Masters programmes of social work and social policy and 13 programs for continued professional development (CPD).

In 2006, the External Experts' Committee concluded that the social work study programmes of Vilnius University represent professional social work training at a good European level. The Department puts strong emphasis on the *scientific* research knowledge and development of broad, transferable skills and it is oriented towards knowledge production. On the other hand, by placing a strong value on practice, the Department aims towards *practice research* by improving the connection of knowledge in social work practice and the scientific 'tools' for innovative social research and developments.

The Department has intense and functional international relations with European universities in the form of international projects in the frame of Socrates Erasmus, Leonardo da Vinci and other programmes. It has 29 bilateral agreements with institutions of higher education for exchange of students and teachers; it is a partner of two intensive programmes, a partnership developing a European Master of Social Work Programme, and networks of research and doctoral studies. Recently, the Department initiated exchanges with non-academic institutions in the frame of the ERASMUS programme. International cooperation creates and provides opportunities equally for teachers and students to broaden understandings, enrich learning experiences and develop personal and professional competencies.