

# exploring authority & systems

the courage to lead curiously

MODULE 2



THE  
TAVISTOCK  
INSTITUTE®

Gordon Institute  
of Business Science  
University of Pretoria

## A five-day residential Group Relations Conference

13-17 May 2019

Alpha Conference Centre, Cradle of Humankind, South Africa

### Primary task

To provide opportunities to study our experience of exercising authority and taking up leadership curiously as we co-construct the conference as a temporary learning organisation within its systemic context.

### An opportunity to learn through curiosity

A Group Relations Conference (GRC) provides unique opportunities to study organisations as ever-evolving human systems. The conference takes the form of a temporary learning organisation that comes to life during the opening moments of the conference, studies its own dynamics as they unfold, and dissolves at the end. It is an accelerated 'real time' learning laboratory. Participants become aware of their own reactions and responses to authority and leadership and are invited to take a curious and investigative stance towards their here-and-now experiences in the conference and how these relate to their roles in other institutional systems.

### Structure

This year the conference will consist of three sub-conferences. Some conference events are specific to each sub-conference whilst others are for the conference-as-a-whole. Over the course of the conference the ever-shifting relations within and between these sub-systems are open for scrutiny:

- Beginning Sub-Conference for people who have not taken part in a residential Group Relations Conference in the Tavistock tradition before;
- Immersing Sub-Conference for people who have participated in at least one residential Group Relations Conference;
- Advancing Praxis Sub-Conference for people who have had multiple Group Relations Conference experiences and who wish to specifically advance their ability to work in conferences and apply their Group Relations experience in other settings.

Module 2 forms part of the Certificate Programme by The Institute for Leadership and Transformation (TILT), the Tavistock Institute of Human Relations (TIHR) and the Gordon Institute of Business Science (GIBS)

### Who should attend?

- Anyone who desires an in-depth understanding of leadership and organisational life: Team leaders, CEOs, project managers, entrepreneurs, consultants, coaches and educators. Participants come from business, education, government, health services, NGOs, the arts, politics etc.

### Benefits to organisations

- Improves strategic thinking;
- An understanding of how organisational culture works;
- Developing capacity for thoughtful, effective action;
- More effective management, based on understanding people in context as individuals, as members of groups, organisations and the wider society;
- Increased capacity to lead and manage in uncertain or rapidly changing environments; and
- The opportunity for direct feedback about issues and challenges in the workplace and how to apply the conference learning back in your organisation.

## Conference staff

The conference staff provides and maintains the boundaries of the conference as a temporary learning organisation. Within these boundaries the conference participants (members and staff) work towards the primary task of the conference and the various tasks of the different subsystems and events that constitute the conference. The role of staff is not to passively observe or evaluate members, but to utilise their experience and being-in-the-moment to offer working hypothesis, interpretations and observations to assist members in their work towards the primary task, in the here-and-now. The staff therefore has both a management and a consulting role. The way in which staff take up their roles is always open for exploration.

## Conference Directorate

### Conference Director & Director of Beginning Sub-Conference

**Jean Cooper** - PhD (South Africa) - Organisational and Leadership Consultant in private practice; Registered Industrial Psychologist; Research Associate: Gordon Institute of Business Science (GIBS); Founder: The Institute for Leadership and Transformation (TILT).

### Associate Conference Director & Director Immersing Sub-Conference

**Michelle S. May** - DLitt et Phil (South Africa) - Clinical psychologist: HPCSA (Health Professions Council of South Africa); Professor: Department of Industrial and Organisational Psychology, UNISA (University of South Africa); Programme manager: Doctorate in Consulting Psychology; Director (2002 to 2014): Robben Island diversity experience (RIDE).

### Associate Conference Director & Director of Advancing Praxis Sub-Conference

**Eliat Aram** - PhD (UK, Israel) - CEO: The Tavistock Institute of Human Relations; Applied Complexity theory educator; Chartered Psychologist, BPS (British Psychological Society); Gestalt psychotherapist and supervisor, Metanoia Institute, London; Member, OFEK (The Israeli Association for the Study of Group and Organizational Processes), Israel.

### Conference Administrators

**Lurinda Maree** - Mcom (South Africa)-Registered Psychologist(cat. Industrial; Organisational Consultant in Change and Transformation;and applied Theatre Specialist).

**Mncedisi Nkhoma** - B.Compt (UNISA) - Professional Accountant (SA).

## Consulting Staff will be drawn from the following list:

**Frans Cilliers** DPhil (South Africa) - Emeritus Professor (UNISA), Extraordinary Professor (NWU), Psychologist (cat. industrial), Organisational Consultant, Leadership Coach.

**Marina Clark** PhD (South Africa) - Registered Psychologist (cat. Clinical); Organization Development Consultant, Investec.

**Olga Coetzee** D Com (South Africa) - Organisational Consulting Psychologist and Executive Coach in private.

**Thembi Kgengwenyane** BA (South Africa) - Organisational excellence, diversity, change, transformation, and strategic facilitation. Trained in Diversity Dynamics through systems psychodynamics model (Tavistock application model), Member and administrator: RIDE (Robben Island Diversity Experience).

**Philippe Lawson** (France and Togo) - Consultant-Coach, Founder and Director of Otherness, Advisers in Leadership & Transformation, Paris. Born in Togo, based in France.

**Matome Enias Mafokoane** MBA, MM Public & Development Management (South Africa) - Organisational Change & Development Consultant and Coach; Founder and Managing Member: Ditlou Solutions Management, Organisation Development and Training Consultancy; Board Member: Africa Board for Coaching, Consulting and Coaching Psychology.

**Thabo Mofomme** (MPA) Masters of Public Administration (South Africa) - Organisational Effectiveness Specialist in Human Capital Development Planning and Monitoring at South African Revenue Services (SARS), Registered Master HR Professional Organisation Development in SABPP; Integral Coach Consultant.

**Lerato Motsoaledi** PhD (South Africa) - Organisational Development Consultant, Executive Coach and Clinical Psychologist in Independent Practice.

## Dates

13-17 May, 2019.

Exact starting and ending times, plus all relevant details for joining the conference, will be communicated well in advance to all registered conference members.

## Venue

Alpha Conference Centre, Cradle of Humankind, South Africa

K41, Lanseria Road (R512), Broederstroom, South Africa (25°50'03.5"S+27°53'15.0"E)

## Fee

Full fee - R 23 500.00

Discounted fee\* - R 18 800.00

All meals and 4 nights' accommodation are included in the fee.

\*Prospective participants meeting any of the following criteria qualify for a 20% discount:

- Pre-registering for the entire Certificate Programme of four modules;
- Having participated as a member or staff in at least one TILT Group Relations Conference or other training event since 2016;
- Having participated in at least 10 of TILT's monthly Thinking or Reading Systems since 2014;
- Being one of two or more participants from the same organisation;
- Being a full-time student, academic or independent consultant or coach.

Bursaries are available. Please enquire from our Conference Administrator, Mncedisi Nkhoma.

## Application process

Spaces are limited. Application deadline: **28 April 2019**

Visit [www.tiltinternational.com](http://www.tiltinternational.com) for more details.

*Please note: The conference is designed as an environment for learning and should not be seen as a substitute for personal psychotherapy. If you are currently experiencing acute personal difficulties we advise you rather consider joining next year's conference. Or speak with Mncedisi Nkhoma, Conference Administrator, personally before registering: +27 (0)73 626 6151.*