



DEEPENING CREATIVE PRACTICE

WITH ORGANISATIONS

THE
TAVISTOCK
INSTITUTE®



A CO-CREATED CURATED PROGRAMME IN 5 THEMATIC SEASONS

AUTUMN:

Season Themes: context, field, ecology; ambience and sound; space, place, time.

WINTER:

Season Themes: archive and conservation; structure and edifice; keeping and letting go; transforming and transmuting

SPRING:

Season Themes: quality of organisation; aesthetics; artefacts and objects; curation; care.

SUMMER:

Season Themes: performance and organisation – roles, actors, stages and systems; projection, politics, power and storytelling.

'EXHIBITING' SEASON:

As it emerges through the interaction of context, themes, programme elements and its various members.

TAKING PLACE AT:

The Tavistock Institute of Human Relations
3rd Floor, 63 Gee Street, London, EC1V 3RS

FEES AND BURSARIES:

Early Bird discount available. We also offer partial bursaries for those in financial need.

NEXT STEPS:

The programme starts with a different season each year. Please refer to Deepening Creative Practice with Organisations webpage [here](#) for upcoming dates, application and contact details.

WELCOME TO DEEPENING CREATIVE PRACTICE

A learning experience where you can explore your whole self in relation to organisational leadership, consultancy and change. At a time when creativity is in ever more demand but opportunities to explore and experiment with it can be difficult to find, we invite you to bring (or uncover) the creative, risk-taking and curious parts of yourself.

The programme will support you to (re-)awaken, nurture and cherish those aspects, which currently may be more hidden, feel shut down or could be ready to be explored within the work setting (and beyond), It will enable and encourage you to study and explore the nature of influence and the impact of your interventions as well as (re-)learn its impact on you.

Faculty, guest artists and participants will co-curate to make a trans-disciplinary, non-linear learning experience. At the end of the programme, participants collaborate in the creation of an exhibition, installation, event, festival or other manifestation and expression of their learning.





WHO IS IT FOR?

Deepening Creative Practice is for organisational leaders and consultants looking for another stage in development who want to experiment with and explore their creative potential.

It is for artist-academics, artistic practitioners, working artists, concerned and creative citizens, freedom fighters, passionate learners, curious ecologists or bored out-of-the-box agents of life and wellbeing on and of our at-risk planet.

“DCP has made me delve into my own creative practice and discover new facets of it; it made me consciously engage with the roles I take within a group and organisation; it made me struggle and it made me take risks”

Academic Researcher, Writer,
The Netherlands

WHAT IS DEEPENING CREATIVE PRACTICE?

This new, boundary transcending, out-in-the-world programme is where the arts and social sciences weave together as participants explore their whole selves in relation to their eco-system through:

- Experimentation in the way you work with, design and make changes in organisations;
- Reflection on how to express and work with difficult and sometimes intractable problems as they relate to organisations and wider society.
- Space for thinking differently, breaking moulded habits and petrified behaviours of seeing and working with organisations.
- Challenging oneself and each other to find alternative perspectives and try out new approaches that free yourselves or the organisations you work with from feeling or being stuck and from ways of being and identities that may no longer be of service.

All of those are present and included in explicit and implicit ways throughout the programme, its faculty, you- the participants and the relationships that evolve and develop as the programme unfolds. You are invited to take steps to influence it, your learning with and from it, and your fellow participants' learning and experience.

Theoretical perspectives and research explorations will range through:

- psychoanalysis to aesthetics;
- spirituality of artefacts and objects to the multiple identities of working with organisations;
- power and politics to environmental sustainability;

- organisational management to group leadership;
- performance to stage direction and management;
- front stage to back stage, from audience to participation;
- here-and-now phenomenology to strategising as history and archive.

There will be opportunities to construct creative residencies in organisations and work together with fellow participants in ways which will be explored and determined through the programme and will culminate in the final season of engaging a wider public with these concerns through new material and media. In this

unfolding work you will be supported by:

- artist led interventions
- dynamic experiential activities, in the Tavistock tradition
- embodied work; and
- group and individual supervision
- a curatorial layer supporting the interpretation, storytelling, exhibiting.

"DCP has given me new perspectives, thoughts, inspirations. Not only for my artistic interests but also a fresh perspective for my professional work"

Emin Birsal, European Director,
Pladis Global

WHAT WILL IT LOOK LIKE?

Deepening Creative Practice has ambitious aims to take a curatorial and working out loud approach to the learning.

With the Tavistock Institute's new office and technology as its holding space, making the programme accessible to those who wish to attend in person or from afar, the programme faculty and participants will co-curate and create their own learning experience from a number of different resources offered by the programme. These will include:

- Five seasons including a final 'exhibiting' season;
- Dedicated working spaces;
- Organisational residencies;
- Embodied sessions supporting the psychophysical;
- Artist led workshops;
- Creative practice supervision.

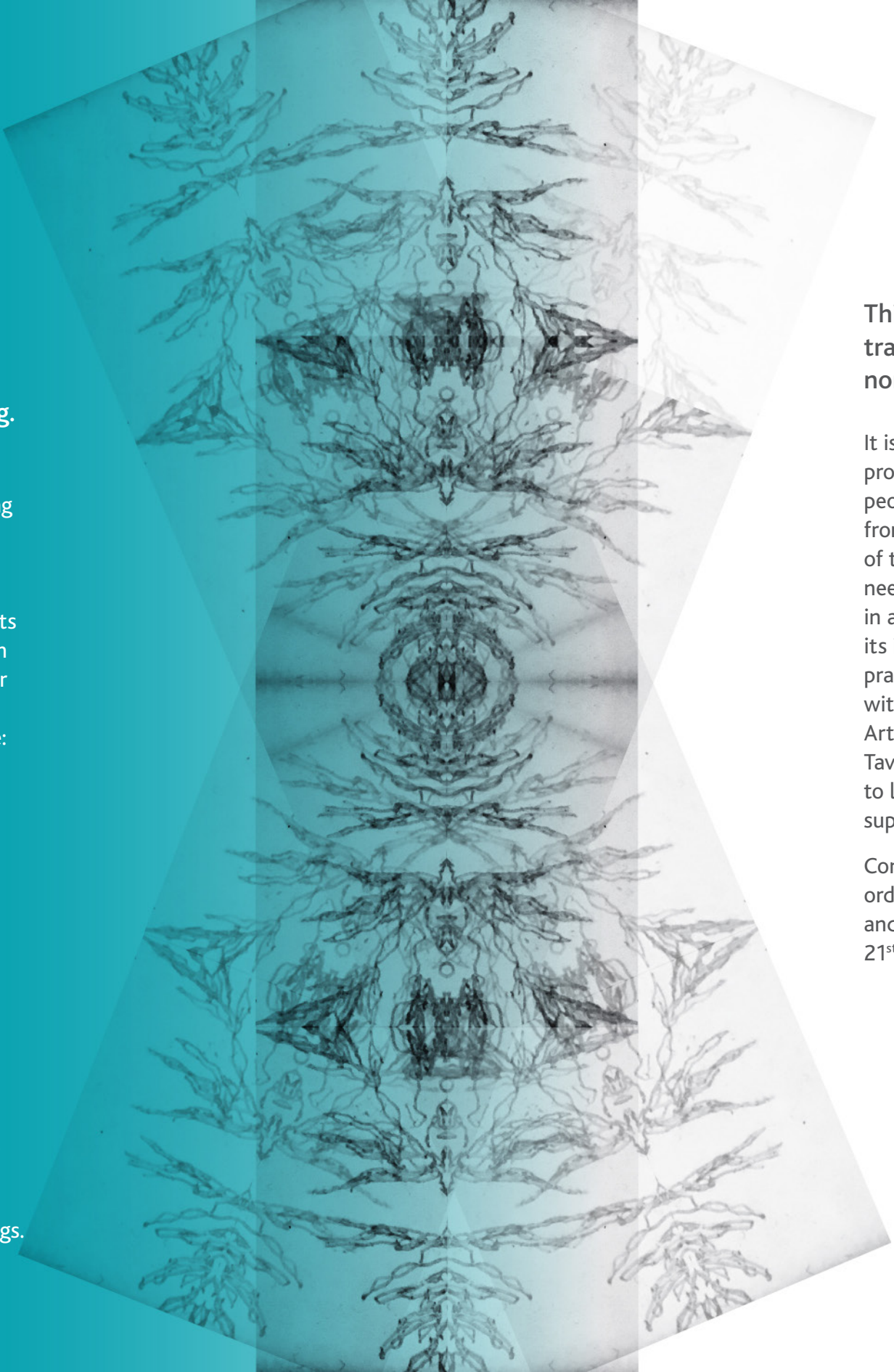
Participants will collaborate in making an exhibition, show, event, festival, manifestation, document (or potentially some new way of describing) of their unfolding findings.

WHY NOW?

This is an (inherently complex) trans-disciplinary and non-linear programme.

It is the right time for this kind of programme – when society requires people and organisations to learn from the past and embrace new ways of translating history into what is needed for the future. Having worked in a trans-disciplinary way since its inception, creative and artistic practice is ever more embedded within the Institute's work. With its Art and Organisation stream, the Tavistock Institute is in the right place to lead this unique programme and support you in your deep exploration.

Come and play (seriously) with us, in order to be better able to work with and navigate the challenges of the 21st century.



PROGRAMME DIRECTORS AND FACULTY

Juliet Scott
BA Fine Art; TIHR Cert P3C;
MSc in Organisational
Development

Juliet has led the growth and development of the arts and organisation at the Tavistock Institute which culminated in 2017 with the Institute's 70th anniversary festival where artists, performers, poets, musicians were part of the four day, multi site programme 'Reimagining Human Relations in our Time'. She is the Institute's artist in residence, a role that stimulates her leadership, research and consultancy work. Her current art work 'Object Relations' coming out of her deep involvement in the Institute's archive now held at Wellcome Collection. Juliet's integration of the arts with organisational development has led to the creation of rich and challenging learning environments for individual, groups and organisations in a multitude of contexts both in the UK and internationally.

Heather Stradling
BA (Hons) Drama and Film Studies,
PGDip. Community Dance
Studies, MSC Psychology, Dip.
Psychodynamic Counselling.

Heather joined the Tavistock Institute in 2015, following an 18 year career in the applied arts sector. This experience of cross-sectoral working with education, criminal justice, health and social care partners, from practitioner to CEO level, and from local through to national projects continues to inform and influence her roles at the Institute. Her work as a senior researcher and consultant is primarily focused around children and families, mental health and wellbeing, arts and cultural services, and social innovation. Clients have included NHS England, government departments, national lottery funders and third sector organisations. With over twenty years' experience of leading groups, training, facilitating learning and providing individual mentoring for a range of clients, Heather is also a Psychodynamic Counsellor, working with adults in a BACP accredited service.

Rachel Kelly
BA (Hons) American Studies
and Sociology; mSTAT

Rachel is passionately committed to life-long learning and continual professional and personal development through experiential learning: making meaning from direct experience and practice, since joining the Institute in 2004. She is interested in the potential of the creative unconscious and the ways this can be accessed. She is currently inquiring into wellbeing in organisations and how to embody role in leadership and followership. She is fascinated by the systems psychodynamics of groups and explores relatedness by studying the unconscious and consciousness through journeys into embodiment, sensation, perception, the imagination and oneness. She is a Member of the Society of Teachers of the Alexander Technique and has been practising and 'teaching' this discipline since 2006.

Beyond the Directors and programme faculty, Deepening Creative Practice includes contributions from artists whose work resonates with the enquiry of the programme. To find out more, take a look [here](#).



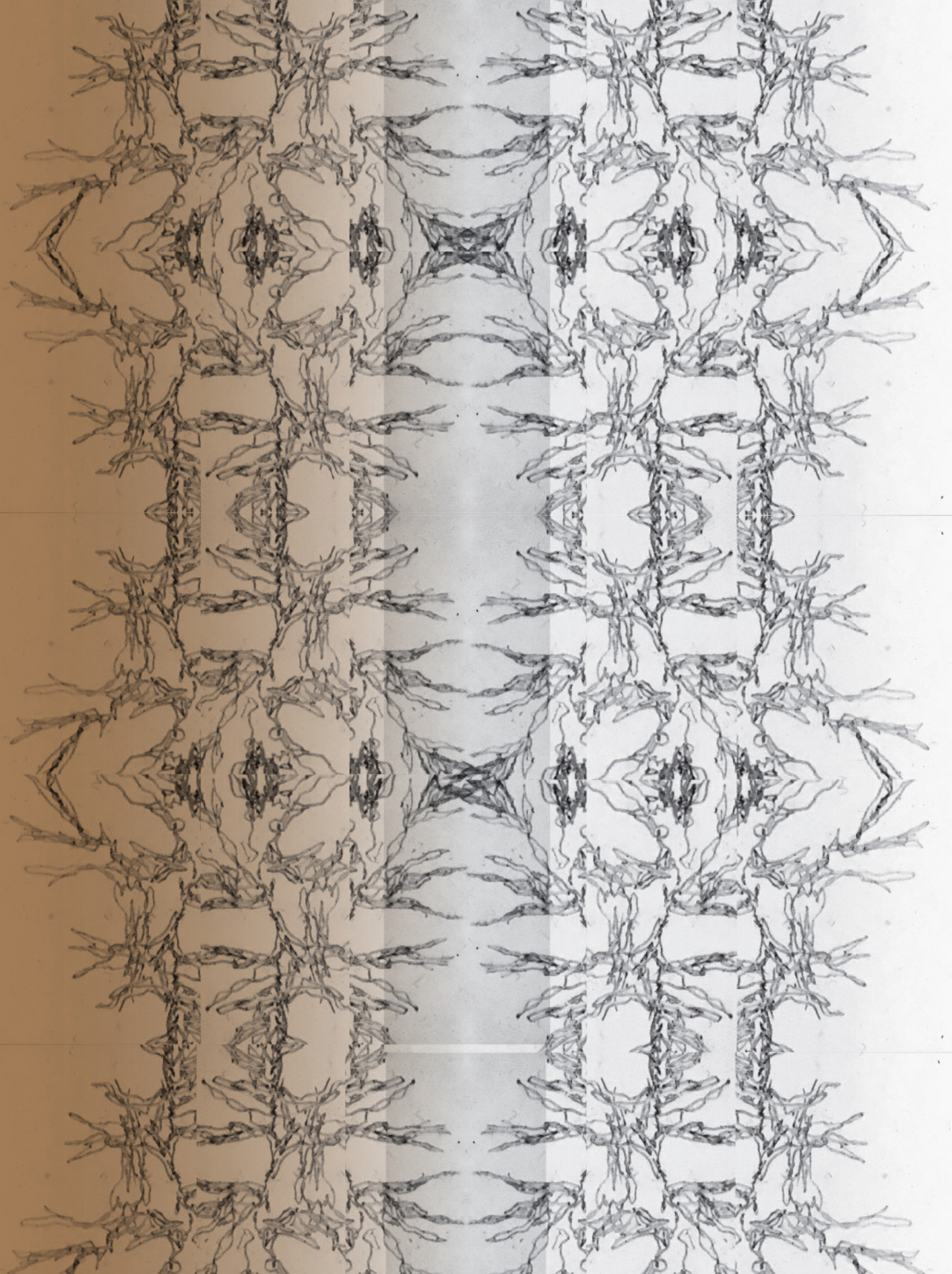
THE JOURNEY

The programme will be about working with what creatively emerges over the five seasons. You will be the architect of your learning, which might include:

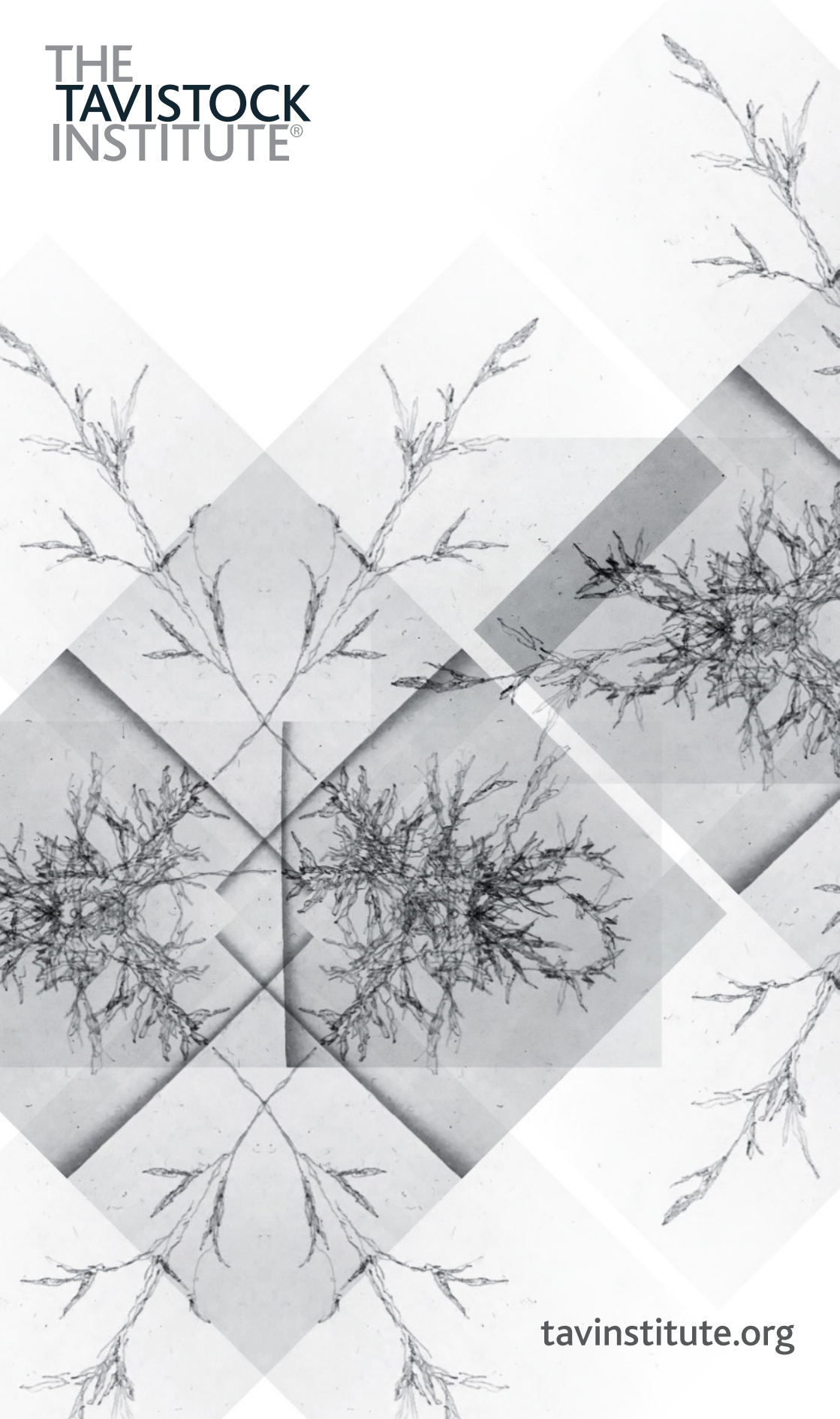
- An increase in your ability to address complex organisational and societal issues inventively and imaginatively;
- A new repertoire and language for working – curating; archiving; choreographing; conserving; exhibiting; presenting; embodying;
- Unique ways of sharing and embedding learning in the public domain;
- You will be contributing to the development of new practice in organisational change;
- Developing your artistic practice in a stimulating environment of intellectual and creative inquiry.

We support DACS. Paying artists fairly keeps them making art. Protect artists' rights.

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