

“ I have found the Tavistock [Institute's] approach flexible and responsive to the service needs. This has allowed containment as well as curiosity to reflect on the [experiences] at the time of on-going change and uncertainty to consider possibilities for self-regulation.”

NHS Service Lead

THE
TAVISTOCK
INSTITUTE®

Harnessing Organisational Understanding and Role

An Action Learning Group



Still Life, 2006 Monotype in Oil 50 x 70.5 cm © Juliet Scott. All rights reserved, DACS 2015.

What will your organisation gain?

Participating organisations will gain even more skilful and sensitive senior practitioners, decision and policy makers. They will bring back improved vision and strategic thinking, and better skills to navigate in complexity as well as in power, group, organisational, market and social dynamics. The action learning group will enable members to find both their voice and their silence; will assist them to incorporate compassion and creativity in their leadership styles, interweaving all these with their business and managerial skills.

What organisations do we invite?

This opportunity is for organisations endeavouring to bring together craft and business in their everyday work. It is for organisations looking to invest in better equipped leaders and to help them deal with the inherited difficulties and the challenges of our times. Organisational leaders today need, more than ever, opportunities to understand what is going on, in order to stay true to their organisational purpose and to keep the promises to their customers and to their employees.



Still Life, 2006 Monotype in Oil 50 x 70.5 cm © Juliet Scott.
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“ The novelty of the postmodern approach to ethics consists first and foremost not in the abandoning of characteristically modern moral concerns, but in the rejection of the typically modern ways of going about its moral problems [...] The great issues of ethics – like human rights, social justice, balance between peaceful cooperation and personal self-assertion, synchronization of individual conduct and collective welfare – have lost nothing of their topicality. They only need to be seen, and dealt with, in a novel way.”

Zygmunt Bauman, *Postmodern ethics*, p.3

Practicalities

This group consists of up to 15 members meeting once a month, initially over five meetings. There are two parts: a 1-hour reflective session and a 1-hour reading group. It is a dedicated space for senior practitioners, organisational consultants, managers and policy-makers. This action learning group is based on a case study method. We use a series, or cycles of action learning spaces, to foster thinking and understanding.

It complements conventional degrees, training courses, day to day management and occupational and individual care.

We have crafted this group as a tribute to the effort practitioners make to sustain a meaningful world today and to support them to stay in role and on the task.

How does the group work?

The group is a confidential space bound by the members' professionalism. It is designed to provide opportunities for learning, including involving in co-design. It is not a substitute for psychotherapy or line management.

The group works as a matrix which means that each member, present or absent, forms and shapes the series of events and the HOUR group as a whole. This is a group in the Group Relations Tradition and it is therefore defined by 'three Ts':

Time: Every third Friday, from 11 am to 1 pm.

Territory: The large meeting room, Tavistock Institute offices.

Task: To enable members to study themselves in a role, as well as their groups and organisations via discussion of cases.

This is done by practising an elaborated version of what Bion called a binocular vision – keeping in sight both content and process. We enhance this vision by also illuminating dimensions such as setting and context and by fostering learning about real life situations and dilemmas by means of observing parallel processes (processes in the group that mirror processes in members' own work).

The HOUR group is hosted by Dr Milena Stateva



I am a qualified process and group dynamics consultant who makes sense of experiences by blending group relations and organisational development methodologies with social and political thought, critical and deconstructive theory. My work develops roles, policies and practices by understanding:

- the impact of societal dynamics on vulnerability, hospitality and progression;
- the function of both altruistic open system dynamics and the unconscious in relational processes

My work is about recovering the status of soul and reason in the contemporary world where instrumental rationality, profit and technology seem to reign.

The fee per session is £150 plus VAT, payable in advance not later than two days before the session. Five sessions will be offered with 10% discount.

To book your place

www.tavinstitute.org/product-category/ora-group