

TAVISTOCK  
INSTITUTE®  
CHINA



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2019年1月11日——16日

**CREATING LEARNING ORGANISATIONS:  
Bringing Meaning and Engagement to Work**  
创建学习型组织: 在工作中注入意义与投入

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The 2<sup>nd</sup> Tavistock Institute Group Relations  
Conference in China with a training group  
中国第二届塔维斯托克研究所团体关系会议  
——带培训组



This conference will mark the second GRC offered by the Tavistock Institute China and the Tavistock Institute of Human Relations. It is based on the theoretical perspectives and methods of group relations as developed in the model of Tavistock 'Leicester' working conferences on Authority Role and Organisation.

本次会议标志着塔维斯托克中国研究所与塔维斯托克人类关系研究所携手举办第二届团体关系会议。会议将采用塔维斯托克“莱斯特”工作会议模式，围绕权威、角色和组织议题，以团体关系的理论视角、方法作为基础展开。

The conference is designed based on an ethos to provide opportunities for **learning, by making meaning and engaging with our experiences in the here-and-now of the conference and its events.**

本次会议理念是为参与者提供一次机会，在会议过程中与会议事件中关注、理解自己此时此地当下的体验，并与之建立联系、赋予意义，从而学习获益。

Living and working together for one week provides an opportunity to examine personal and collective issues, as well as the cultural, institutional and group processes that form and develop. It also makes it possible to raise new ideas, to apply and test them within the setting of the conference, and later in the organizational and home life situation.

共同生活与工作一周，将为我们创造一个机会，去检验个体的与集体的议题，去探寻形成与发展起来的文化、机制与团体历程。或许我们还能构建出新的想法，并利用会议设定来进行实践、检验，便于以后将这些新想法运用在组织与家庭的生活情境中。

World statistics show we spend over 70% of our time at work. Our experience nowadays is marked by rapid social, political and technological turmoil and change. Traditional patterns are breaking down and are being replaced by new forms of organisation, management, leadership and relationships. Family life and structure, the social roles of men and women, and the hierarchical structure of institutions are all shifting. Our work places, therefore, need to provide for us a **professional home**. How can we do that?

世界统计数据显示，我们超过70%的时间都用于工作。而今我们的体验中都刻印着社会、政治与技术快速动荡与变化的烙印。传统模式正在崩解，取而代之的是全新的组织、管理、领导与人际关系的形式。家庭生活与结构、男女的社会角色以及机构的层级架构都在不断变化。因此，我们希望我们的工作场能够提供稳定的职业归属感，然而这又如何实现呢？

The conference is a social institution. Social institutions are created and designed by people to achieve aims and meet needs. We influence the organisations in which we take part and they, in turn, influence us and the way we behave.

本次会议作为一个社会机构，是由人创造设计，以实现目标、满足需求的。我们会影响自己参与的组织，反过来，组织也影响着我们以及我们的行事风格。

To achieve the aims of the institution an internal structure is formed, consisting of roles, tasks and authority structures and boundaries. The aims of the organisation, its internal structure, the roles and delegation of authority in it, are usually explicit, overt and consciously stated. Simultaneously, however, hidden or covert aims, needs, roles and influences are also formed. These unconscious elements may exercise power and influence over the behaviour of the organisation and its members. Difficulties in the functioning of the system, or unexpected resistance to change, may be the first evidence of the existence and influence of covert aims, emotional needs and investments, and hidden power positions.

为实现机构的目标，我们需要建立一个由角色、任务、权力架构和边界共同组成的内部结构。通常，机构的目标、机构的内部结构，还有包含其中的角色以及授权，都是明确公开、有意识地说明的。但与此同时，一些隐藏的或隐蔽的目标、需求、角色以及影响，也在悄悄形成。这些无意识因素有可能造成暗处的力量运作，从而影响组织及成员行为。系统运作中的困难、面对变革时超出预料的阻抗力，或许就是那些隐蔽因素存在并造成影响的最主要证据；那些艰难正是隐蔽的目标、隐蔽的情感需求、隐蔽的情感投入以及潜在的力量态势所造成的影响。

The influence of these unconscious processes is particularly powerful during times of significant social and organisational changes. In such periods, reliance on traditional and familiar patterns may prove unhelpful, and can even undermine adaptation and change. The breakdown of the familiar creates uncertainty and anxiety, but also opportunities for creativity and innovation.

在重大的社会与组织变革期间，这些无意识过程的影响尤其巨大。在这时，套用过去传统的、我们熟知的模式，效果往往不尽人意，甚至更不利于适应和改变。传统模式的分崩离析带给我们诸多不确定性与心理上的焦虑，但也给予我们创新进步的机会。

If we wish to foster the development of our institutions and organisations, to enable them not only to survive but also to change and grow, it is necessary to acquire a fuller understanding of the ways in which the individual, group, organisation and environment relate to each other. Such understanding involves the scrutiny of myths, basic assumptions and underlying unconscious processes.

如果我们希望促进机构和组织的进步，让它们不仅会生存，还要有改变，求发展，我们就必须更充分地了解，个人、团体、组织与环境之间是如何产生关联的。这种理解涉及到对固有观念、基本假设以及潜在的无意识过程的详细审查。

Whether in a position of leadership or followership, responsible exercise of authority requires that we become more aware of our own contributions to these conscious and unconscious processes. Understanding the complexity of human behavior in groups and organisations enables us to make better use of the resources they contain and to manage ourselves more effectively in our institutional roles.

无论我们是领导者还是跟随者，想要负责任地行使权力，我们都需要更清楚自己的部分，自己对这些意识的与无意识的历程的作用为何。对于团体及组织内部人类行为复杂性的充分了解，可以使我们运用好其内在资源，在机构角色上我们得以更有效地管理自身。

China is a complex world with many changes, uncertainties and hidden treasures of ancient wisdom awaiting awakening. The encounter of the western born technology of the Tavistock Institute of Human Relations with the eastern philosophies and cultures is both exciting and challenging.

中国，是一个复杂的世界，有着许多变化、不确定性，同时潜藏着宝藏，那是千年的古老智慧，依然等待着被唤醒。东方的哲思与文化，相遇在西方诞生，在塔维斯托克人类关系研究孕育的技术与方法，既令人兴奋，又极具挑战。

## **So if you are: 因此，如果你是：**

- A leader, manager, consultant, educator, researcher, administrator, professional or technical workers;  
一个领导者、经理、顾问、教育家、研究人员、行政人员、专业或技术工作者；
- With a curious mind, hunger for learning, humble heartedness, open and courageous;  
如果你好奇，渴求知识，具有谦卑、开放、勇敢的内心；
- Interested in gaining more insight into the dynamics of groups and yourself within those;  
如果你对团体动力感兴趣，希望获得更多洞识，想知道何以在团体中你是这样的；
- And how these relate to the wider environment within which you operate;  
想了解这些如何与你其中进行运作的更大环境发生关联；

**Please do join us to the conference in January.  
请在一月份加入我们的会议**

# What will you be getting out of this Conference? 你会从这次会议中得到什么？

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## You will have opportunities to learn about how: 你将有机会学习了解:

- manage yourselves in the multiple roles necessary for contemporary leadership where engaging emotionally is critical for creating organisations that nurture their workers and where workers want to continue to engage  
如何在多重角色中管理好自己，作为当代的领导者，要建立一个关怀、扶植员工的组织，就必须与组织建立情感联接，这样员工才会愿意持续性地投入工作。
- use your emotional literacy to inform your actions  
如何用你的情绪能力指导你的行动
- understand and manage resistance to change in yourselves and others  
怎样理解并解决好自己和其他人身上对于变革的阻抗力
- take up formal and informal leadership and followership roles as you explore the dynamics as they happen  
在事态发展过程中，在探索其动力时，你是如何扮演好正式领导者，非正式领导与跟随者的角色的

## The aims, in this conference, therefore, are to: 因此，这次会议的目的是:

- bring together understanding of the conscious and hidden, sometimes unconscious, processes of work groups as they engage with one another  
如何汇集理解意识的与隐藏的，有时是无意识的，工作团体历程的交织
- become more effective in working with the underlying dynamics within and between organisations and between these and the wider, global society  
对组织内部、组织间以及组织与更广阔国际社会间的潜在动力进行工作，以提高工作成效
- apply roles taken up within the conference to members' own organisations and networks  
将会议中所承担的角色，应用于成员自身的组织及网络系统中

With these aims in mind, **THE PRIMARY TASK** of the conference is:  
了解上述会议目标后，本次会议的首要任务是:

**To study the exercise of authority in the taking up of roles through the intra- and interpersonal, inter-group and organizational relations that develop within the conference as an organization in its context.**

在本会议作为一个组织，这样的背景下，学习在个人内部、人际间、团体间和组织间的关系发展中，如何在承担起角色时行驶权力。

# Conference Staff

## 会议工作人员

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Members will be working with a staff group that is invited by the conference director on behalf of the sponsoring organisations of the conference – Tavistock Institute China and the Tavistock Institute of Human Relations.

学员将与一组工作人员团队共同工作。工作团队由会议主席聘请，受雇于会议的主办方塔维斯托克中国研究所与塔维斯托克人类关系研究所。

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

会议主席与副主席除担任顾问工作外，还与会议的行政管理人共同组成会议的理事会。

### CONFERENCE DIRECTOR

#### 会议主席

**Eliat Aram**, PhD, is the CEO of the Tavistock Institute of Human Relations in London, UK. Having worked in many places in the world, across cultural and geographical boundaries, she has been very fortunate to develop a capacity to understand the local context of where she works and to immerse in its vicissitudes. Eliat has directed the Tavistock Institute's flagship 'Leicester' conference for almost a decade, the AK Rice Institute annual residential for three years 2016-2018 and Teachers College Columbia University's autumn GRC since 2013. Issues of leadership, authority and learning in a complex, often unknowable world are of daily concern, challenge and excitement for her. Eliat is based in London, UK and is from Haifa, Israel.

埃利亚特·阿拉姆博士是英国伦敦塔维斯托克人类关系研究所的首席执行官。由于在世界各地工作，跨越文化与地理界限，因此非常幸运地发展了一种能够了解她工作地方的背景、并沉浸于其变迁之中的能力。埃利亚特执导了塔维斯托克研究所近十年的旗舰“莱斯特”会议、AK Rice研究所自2016年至2018年每个年度的带住宿会议、以及自2013年以来哥伦比亚大学师范学院秋季的带住宿年度团体关系会议。在一个复杂又常常充满未知的世界中，关于领导、权威和学习的议题一直是她日常关注的焦点，是充满乐趣的挑战。伊利亚特现居英国伦敦，原籍以色列海法。

## CONFERENCE ASSOCIATE DIRECTOR

### 会议协理副主席

**Winnie Fei, PhD**, is the CEO of Tavistock Institute China. Winnie is a Group Therapist and Supervisor in the Yalom tradition and a qualified Organisational Development Consultant from the Tavistock Institute of Human Relations in London, UK. She has a PhD in Psychology of Religion from Peking University. She has attended and been on staff of a number of Group Relations Conferences, including being the Associate Director for the first Tavistock Institute GRC QingDao in 2017. She works across China, focusing on applying the methods and techniques of the Tavistock Institute and Yalom groups to Chinese corporates and educators, on issues such as human beings growth, youth and child's health and welfare. Winnie is based in QingDao, China and in Singapore, Beijing, Shanghai and Shenzhen will be main cities of development.

费小懿博士，是塔维斯托克中国研究所的首席执行官。她是亚隆传统的团体治疗师及督导师，也是来自英国伦敦塔维斯托克人类关系研究所的合格组织发展顾问。她获得北京大学宗教心理学博士学位；曾出席并担任多个团体关系会议的工作人员，包括2017年担任第一届青岛中国塔维斯托克研究所团体关系会议副主席。她在中国各地工作，致力于将塔维斯托克及亚隆团体的方法与技术应用于企业、教育领域，关注成长议题与青少年孩童健康福利等。塔维中国总部设在青岛与新加坡，北京、上海、深圳将是重点发展城市。

## CONFERENCE ADMINISTRATOR

### 会议行政负责人

**Arvin Guo** is a teacher in the Beijing New Oriental School. He has more than 30 times work experiences of participation in different kinds of conferences or negotiations, including China International Education Exposition in Hangzhou, 2016 Annual Conference of TaTa Group in China and Organizer of many meetings of International Cooperation and Exchange of Hangzhou Normal University. Arvin Guo is based in Beijing, China.

郭鹏飞，北京新东方教师，有三十多年参加各种会议和协商的经验，其中包括杭州国际教育博览会，2016年塔塔集团中国年会，组织过多场杭州国际合作与交流师范学院会议。现居中国北京。

## CONFERENCE CONSULTANT

### 会议顾问

**Ganesh Anantharaman, M. Phil. Political Science**; Professional Member, Indian Society for Applied Behavioural Science (ISABS); Member, NTL Institute of Applied Behavioural Science; Associate Certified Coach (ACC), International Coaching Federation (ICF); Associate Member, Group Relations India (GRI). Ganesh consults primarily to the corporate sector on Leadership Development and Culture Building. He has directed workshops based on Group Relations framework and been on the staff of several Group Relations Conferences in India in various roles since 2003. Ganesh is based in Chennai, India.

甘耐士·安塔拉曼，政治学硕士，印度应用行为科学学会专业成员；NTL应用行为科学研究所成员；国际指导联合会副注册教练；印度团体关系协会准成员。甘耐士主要就领导力发展和文化建设问题向公司部门咨询。自2003年以来，他指导了以集团关系框架为基础的工作坊，并担任印度若干团体关系会议的工作人员，在其中扮演多种角色。甘耐士现居印度金奈（第四大城市）。



## CONFERENCE CONSULTANT

### 会议顾问

**Matthew Gieve, MSc**, is a senior researcher and consultant at the Tavistock Institute of Human Relations in London, UK. He has over ten years experience in social research and evaluation, specialising in the fields of family policy and mental health. Matthew has previous experience of staffing Group Relations Conferences, including taking up administrative and consultancy roles at the Leicester Conference, the flagship GRC that first took place in 1957. Matthew is based in London, UK.

迈特·吉夫是英国伦敦塔维斯托克人类关系研究所的高级研究员和顾问，在社会研究和评估方面有超过十年的经验，专门从事家庭政策和心理健康领域的研究。迈特在担任团体关系会议顾问方面也具有经验，担任过1957年起始的经典莱斯特团体会议行政与顾问工作。现居英国伦敦。

## CONFERENCE CONSULTANT

### 会议顾问

**Angel Hu** is a Leadership Consultant at The River Group, a global leadership consulting firm based in NYC. Professional experience includes leadership assessments, organizational design, and executive development. Over 8 years of experience in social and organizational psychology research. Member-At-Large-Elect at New York Center for the Study of Groups, Organizations and Social Systems. Alumna of Teachers College, Columbia University, and University of California, Los Angeles (UCLA). Angel is based in New York City, USA and Hong Kong.

胡安琪是位于纽约的国际管理咨询公司The River Group的领导顾问。专业经验包括领导力评估、组织设计和执行力发展，在社会和组织心理学研究方面拥有超过8年的经验，是纽约市团体组织和社会系统研究中心的当选会员，哥伦比亚大学（Teachers College, Columbia University）学院校友，加利福尼亚大学洛杉矶分校（University of California, Los Angeles）校友。胡安琪居住于美国纽约市与中国香港。

## CONFERENCE CONSULTANT

### 会议顾问

**Rachel Kelly** is the Professional Development Manager and a Consultant at the Tavistock Institute of Human Relations. She has administrated and been part of the Directorate of the group relations Leicester conference 13 times and led the Yoga Event / Embodied Role Event over the last 8 years and is steeped in system psychodynamics. She has a Certificate in Principles and Practices of Organization Development from Columbia University, New York. She is a teacher of the Alexander Technique – a psychophysical method for performance and presence. She is passionately committed to life-long learning and continual professional/personal development through experiential learning: making meaning from direct experience and practice. Rachel is based in London, UK.

瑞秋·凯利是塔维斯托克人际关系研究所的专业发展经理与顾问。在过去的8年里，她管理并参与了莱斯特会议的团体关系理事会，并主持瑜伽/具身化角色活动，沉浸于系统心理动力学场域。拥有纽约哥伦比亚大学组织发展原则与实践证书，是亚历山大技术的教师——一种表现与存在的心理物理方法。她热切地致力于终身学习，以及持续性地通过体验式学习推进专业/个人发展：从直接经验与实践获得意义。瑞秋现居英国伦敦。

## CONFERENCE CONSULTANT

### 会议顾问

**David Lawlor**, PhD, MSc, CQSW, DipAppBehScience. He is a Consultant Social Worker. He initially trained as a social worker. David trained in organizational consultancy and psychoanalytic psychotherapy at the Tavistock Clinic. He works as an organisational consultant and coach. David has an MSc in Human Resource Development from London South Bank University Business School. He has delivered a wide range of training and staff development programmes to the whole range of staff in the public and private sector. He has consulted to senior management teams on the management task. He has conducted research on the effects of stress on staff functioning. He has a PhD in the evaluation of Tavistock consultancy and has organized a number of leadership development programmes. David is based in London, UK.

大卫·劳勒，博士，理学硕士，持有社会服务资格证书，应用行为科学证书。他是一名社工顾问，最初受训成为一名社会工作者，随后在塔维斯托克诊所接受了组织咨询与精神分析心理治疗方面的培训，是一名组织顾问及教练。大卫在伦敦南岸大学商学院获得了人力资源开发硕士学位，向公共和私营部门的工作全员提供过广泛的培训及工作人员发展方案，就管理任务给高层进行顾问；他曾就压力对工作人员职能的影响课题进行研究，获得塔维斯托克咨询评估博士学位，并组织过领导能力发展项目。现居英国伦敦。

## CONFERENCE CONSULTANT

### 会议顾问

**Rui Lu**, is a bilingual mental health provider and a cross-cultural communication facilitator in New York and online. She provides affordable psychotherapy and psychoanalysis at TRCC (Theodor Reik Clinical Center for Psychotherapy), downtown New York, as a psychoanalytical candidate at NPAP (National Psychological Association for Psychoanalysis). Rui has been in the field of psychotherapy for 10 years. She holds an M.S. in Psychology from Peking University and an M.A. in Psychology from the New School. Rui is also a cross-cultural training organizer and a translator. She's one of the co-organizers of the China American Process Group Continuous Training Program (CAP-Group) and the Modern Group Analysis Training in Beijing, 2018. In the CAP-Group program, online video conferencing technology made it possible for instructors and students from five different time zones to work together. Rui has taken up multiple roles in Group Relations Conferences or Trainings in China, Israel and US. Rui is based in NYC, USA and in China.

吕锐是纽约及在线的双语心理健康提供者和跨文化交流促进者。她在位于纽约市中心的TRCC (Theodor Reik心理治疗临床中心) 作为NPAP (美国心理分析协会) 的心理分析候选人，提供价格中立的心理治疗与精神分析。吕锐从事心理治疗已10年。她在北京大学获得心理学硕士学位，在New School获得心理学硕士学位，也是跨文化培训的组织者和翻译家。是2018年在北京举办的中美过程小组连续培训项目(CAP-Group) 和现代团体分析培训的共同组织者之一。CAP-Group项目中，用在线视频会议技术使来自五个不同时区的教师和学生能够一起工作。在中国、以色列与美国的团体关系会议或培训中，吕锐担任了多重角色。她现在定居美国纽约及中国。

# The Role of Staff

## 工作人员的角色

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Staff have specific roles in the conference:

在该会议中工作人员有着特定的角色:

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 members in the conference, the staff themselves and the members, can engage with the primary task of the conference.

他们采取集体管理的方式。集体管理负起责任，行使权力，来提供边界条件——任务、领地与时间边界，以这样的方式，全体会议成员——工作人员自身与成员，都能够投身到会议的首要任务中去。

2. Working in their consultancy roles in the various “here and now” events, informed by their own experiences of the events and working to the primary task of the event and the conference overall, the staff will offer working hypotheses based on their understanding of what is happening.

工作人员将根据他们对事件的经验，在各种“此时此地”的活动中发挥咨询作用，并为活动的首要任务和整个会议工作，根据他们对正在发生的事情的理解，提出工作假设。

Conference staff 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 conference. The way they take up these roles is always open to examination.

工作人员不是进程的观察员，而是会积极参与该进程。因此，在整个会议期间，必须尽可能明确地说明他们的任务和作用是极为重要的。他们担任这些角色的方式，总是开放用以核查的。

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

工作语言：会议的工作语言为中文与英文。然而，当一个团体里的所有成员都是中国人时，中文可能是该团体所使用的语言。

# When is the Conference? Where? How much? 什么时候开会?在哪里?多少钱?

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## **TIME:**

### **时间:**

The conference will begin at 10am on 11<sup>th</sup>, and end at 3pm on the 16<sup>th</sup>.  
会议将在11日10点开始, 16日3点结束。

## **PLACE:**

### **地点:**

The conference will be held at Le Méridien Qingdao West Coast Resort  
会议将在以下地点举行 青岛西海岸隆和艾美度假酒店 青岛市黄岛区滨海大道2688号

## **FEES:**

### **费用:**

The membership fee is RMB24,000 (Including 5-star hotel accommodation)  
会费为2.4万人民币 (含五星级酒店住宿)

Please complete the accompanying application form and return to:

请填写随附的申请表, 然后寄回:

[Wfei@tavchina.cn](mailto:Wfei@tavchina.cn)

[Aguo@tavchina.cn](mailto:Aguo@tavchina.cn)

Payment can be made by bank transfer. Additional details will be conveyed upon completion of registration process.

可以通过银行转账支付。在登记过程完成后, 将提供更多的细节信息。

## Other Administrative Details

### 其他行政详情

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#### MEALS:

##### 餐:

Meals will not be provided by the conference. Refreshments will be served twice a day.  
会议不提供餐点, 每日供应两次点心。

#### ATTENDANCE:

##### 出席:

As the conference constitutes an integrated whole and its events are all inter-related, participation in all the sessions of the conference is essential. If you know in advance that you will be unable to attend all the events in the programme, we would discourage you from applying.

由于会议是一个整体, 其活动都是相互关联的, 因此必须参加会议的所有环节。如果你事先知道你将不能参加项目中的所有活动, 我们会劝你不要申请。

#### CERTIFICATE

##### 证书:

Participants will be issued with a certificate of professional development joint issue by Tavistock Institute China and Tavistock Institute of Human Relations.

参加者将获得专业发展证书, 由塔维斯托克中国研究所与塔维斯托克人类关系研究所联合颁发。

**The Tavistock Institute of Human Relations** is a not-for-profit organisation which applies social science to contemporary issues and problems. It was formally founded as a registered charity in 1947 although its work started after World War I, together with the Tavistock Clinic.

塔维斯托克人类关系研究所是一个非盈利性组织，它将社会科学应用于当代问题。它于1947年作为一个注册慈善机构正式成立，尽管它的工作始于第一次世界大战之后，并是与塔维斯托克诊所合作。

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. Our publications include the journal Human Relations as well as a world-class series of Occasional Papers, most recently revived as Monographs based on our 70th anniversary festival.

研究所从事评估与行动研究、组织发展及变革咨询、执行培训和专业发展，所有这些工作都是为了支持可持续变革并且不断学习。我们的出版物包括《人类关系》杂志以及世界一流的不定期论文系列，最近又以我们70周年庆典为基础重新出版了专著。

**Tavistock Institute China** and the UK The Tavistock Institute of Human Relations are in collaboration, committing to establish the Tavistock China (TIC) brand in China and Asia Pacific area. To enable this most advanced methodology from West, developed The Tavistock Institute throughout hundred years, to apply into organizations in China and Asia-pacific region, to help organizations in China and Asia-pacific region, give full play to the potential of individuals in the group and organizations. Enable them to be equipped from inner psychological mind, to be matured, have the psychological quality and strength to become a world-class leader in this crucial moment of history.

塔维斯托克中国研究所与英国塔维斯托克人类关系研究所合作，致力于在亚太区(中国)建立起塔维斯托克中国(TIC)这个品牌，让西方在塔维斯托克研究所历经百年发展起来的这套最为先进的应用于组织机构的方法能够进入亚太区，帮助中国的组织机构，充分发挥个体在团体里的潜能优势，使组织人群在这个至关重要的历史时刻从内在心理上装备、成熟，具备成为世界级领袖的心理素质与实力。

Headquartered in the Sino-British industrial park in Qingdao, the Chinese Institute of Tavistock will gradually translate and introduce the advanced thoughts and research of the Tavistock Institute of Human Relations in UK. In combination with China's national conditions, economic and industrial upgrading and development needs, further experimental research and development is going to be carried out, and the Tavistock Institute method is going to be applied to enterprises and educational reform and mental health areas of work.

塔维斯托克中国研究所总部设在青岛中英产业园区，将逐步把英国塔维斯托克人类关系研究所的先进思想与研究进行翻译、引进。结合中国国情、经济、产业升级发展领域需要，进行进一步的实验研发，将塔维斯托克研究所方法应用于企业及教育改革、心理健康的工作之上。







The 2<sup>nd</sup> Tavistock Institute Group Relations Conference in China  
11-16 Jan 2019

第二届塔维斯托克中国团体关系会议  
2019年1月11-16日

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