

BELGIRATE VII

Group Relations 2021: A Selfie Portraying our Identity, Theory & Practice

*An international scientific meeting
for Group Relations Conferences practitioners*

28 - 31 October 2021

Digital - online

MEETING SPONSORS

**The A K Rice Institute
for the Study of Social Systems**

**OFEK – The Israeli Association for the
Study of Group and Organizational Processes**

The Tavistock Institute of Human Relations

Background:

Since the first Leicester conference, which was pioneered by staff of the Tavistock Institute of Human Relations in 1957, Group Relations conferences have been understood as educational events which are based on learning through experience. Strategic and structural dynamics of organisations are studied and explored from a psychoanalytic-systemic perspective. The knowledge is acquired and then applied by working through the conscious and unconscious dynamics of leadership and management in groups, organisations and systems. The Leicester Conference has become the fundamental model for similar conferences held in many countries around the world. It has been adapted and modified over the years to be useful as a laboratory of reflection in various local contexts including the social, cultural, religious, spiritual, geographical and theoretical.

Purpose of the Belgirate Meetings:

Since 2003, the Belgirate scientific meetings have become a meta-study hub where staff practitioners of Group Relations come together to share, explore and reflect upon the theory, practice, discourse and values of the Group Relations field and the changes that have taken place over time.

The focus of Belgirate VII will be on our identity as well as the nature of our theoretical discourse and practice. We will concentrate not only on content but also on the conscious and unconscious ways we look at ourselves.

In that sense Belgirate offers an opportunity for a 'Selfie': an invitation to the 'family' (GR practitioners only) to reflect on our work and professional community, especially in these times. What is the nature of our reflective methods? What do we see? What would a 'tourist' see?

Primary Task of this Meeting:

To make a 'Selfie' of the current state of our Group Relations community by exploring the lived experience of our identity, theory and practice in these pandemic-affected times.

Participants:

This meeting is open only for people who have held staff roles: administrative, consultative and/or directorial, in Group Relations conferences. Please see Administrative Information further down for early bird registration fee.

Meeting Events:

Opening Plenary: This opening session will include an introduction to the meeting and an opportunity to share experiences of crossing the boundary into this space as staff practitioners in the Group Relations field. Participants will have an opportunity to become better acquainted with some of their colleagues in very small group settings.

Keynote Lectures: There will be two keynote lectures focusing on the themes of the meeting. Each lecture will be followed by buzz groups and a general discussion with the lecturer. Scheduled lecturers and their topics are:

“Into the heart of darkness” our Ecological self in the 4th Epoch

Leslie B Brissett PhD JP is Director of the Group Relations Programme at the Tavistock Institute of Human Relations. He is curious about the capacity of the Group Relations community to "practice what we preach" by exploring our striving to live as a collective. How do we see differently from a psychoanalytically informed systemic lens on personal and organisational challenges. Leslie directed the Leicester Conference from 2016 to 2020, the latter for the first time outside of UK, in Bavaria.

“For now we see through a glass, darkly...” – What PCCA means for the Global Group Relations Community – and how Group Relations is in the heart of PCCA's Work

Dorothee C von Tippelskirch-Eissing Dr phil, Dipl Psych Psychoanalyst in private practice, supervisor and training analyst; chairperson of the Karl-Abraham-Institute, Berlin Psychoanalytic Institute (BPI) and board member of the German Psychoanalytic Association (DPV); member of the International Psychoanalytic Association (IPA); since 2015 chairperson of Partners in Confronting Collective Atrocities (PCCA), Berlin (Germany).

Daily Selfie: The second, third and fourth days will open in this session where participants will be invited to share thoughts and night dreams to enhance the process of sense-making of the 'Selfie' developing within this meeting and the wider Group Relations discourse, both virtual and actual. The sessions will be convened by two participants.

Virtual Group Relations Conference Panel: Digital or online GRC's were happening even before the Coronavirus pandemic but have become much more common since the spring of 2020. Over two sessions, the session will be introduced and then the panel will present four experiences / perspectives on virtual or online GRC's. Whether inter-agency or international, the presenters will share the successes and continuing challenges of these approaches to GRC's. There will be time for questions and discussion.

Parallel Presentations: These presentations will comprise three to four parallel presentations in each of three sessions. The presentations will each be chaired by a participant.

Exploratory Event: Participants are invited to engage with the meeting themes in different ways to those that have been used thus far, in order to explore the influence of specific conditions, socio-technology and emerging culture of our Group Relations field. The event will open and close in plenary.

Closing Plenary and review groups: This session will review the meeting as a whole, in order to further the sense-making and understanding of our identity as Group Relations practitioners, as the meeting draws to a close.

Roles in the Meeting:

Management and Administration Team (MAT):

Coreene Archer MA Principal Consultant; Director of the Coaching for Leadership programme; Tavistock Institute of Human Relations. London, UK

Gordon Strauss MD Emeritus Professor of Psychiatry, University of Louisville; Fellow and former Board member, A K Rice Institute for the Study of Social Systems; Past President, Midwest Group Relations Center. Louisville, Kentucky, USA

Joseph Triest PhD Clinical psychologist, Training Psychoanalyst (IPS); Organizational consultant; Lecturer, Tel-Aviv University; Co-owner, Triest-Sarig private clinic; Past President of the Israeli Psychoanalytic Society; Supervisor / teacher, Israel Psychoanalytical Institute; Member, OFEK; Co-Director, Program in Organizational Consultation and Development (POCD). Tel-Aviv, Israel

Rachel Kelly BA mSTAT Senior Consultant; Engagement & PR Liaison and Manager; Tavistock Institute of Human Relations; Member, Society of Teachers of the Alexander Technique. London, UK

Moshe Bergstein PhD Training Psychoanalyst (IPS); Supervisor/teacher, Israel Psychoanalytical Institute and various post-graduate psychotherapy programs; Member, OFEK. Ramat-Hasharon, Israel

Keynote Lecturers

Leslie B Brissett PhD JP

Dorothee C von Tippelskirch-Eissing Dr phil, Dipl Psych

Participant roles

These roles will be allocated to participants by the MAT during the beginning of the meeting:

Keynote Lecture - **Chairs**

Virtual GRC Panel - **Chair**

Parallel Presentation - **Chairs**

Exploratory Event - **Consultants**

Virtual GRC Panel

Exploring unconscious impact of “zoom field” on organizational dynamics: a GRC as platform

Avi Nutkevitch PhD is a Clinical Psychologist and Training Psychoanalyst (IPA); Organizational Consultant; Co-Director, The Center for the Research of the Psychoanalytic-Systemic Approach; Teacher and Supervisor, The Israeli Psychoanalytic Institute, The Relational track of The School in Psychotherapy at Tel-Aviv University; Member and past Chairperson, OFEK.

FACES, PLACES: Reflections on group relations in the light of an international virtual GRC

Chris Tanner is the OPUS Training Director, Senior Lecturer in the Department of Psychosocial and Psychoanalytic studies at the University of Essex and an organisational consultant

Olya Khaleelee is a corporate psychologist and organisational consultant who has published extensively in the areas of leadership and on system psychodynamics in the organisation and beyond, into society.

Carlos Remotti-Breton is an OPUS Board Member, an organisational consultant and Professor of Organisational Behaviour at IAE Business School where he leads experiential learning and group dynamics programmes

The Mirror and the Light – how effective can a Zoom GRC be?

Mellini Mahedevan is a Consultant Psychiatrist in Psychotherapy at the Tavistock and Portman NHS trust and the training programme director for the higher medical psychotherapy training scheme. She has worked on group relations conference for several years in a number of roles including director

Sarah Wynick PhD is the Head of Child and Adolescent Psychiatry at the Tavistock Clinic, and is a trained psychotherapist. She has 30 years' experience working with children, young people, and their parents. She is also a qualified couple psychotherapist. She has been involved in working with organisations via consultation, group relations work and teaching, for the past two decades

Rachel Kelly BA mSTAT is a Group Relations Consultant and Engagement & PR Manager, Tavistock Institute; Member, Society of Teachers of the Alexander Technique, UK

The End of the National or the Beginning of the New Global? Boundary Impacts of online Group Relations Conferences

Ganesh Anantharaman is a member of the programmes committee of Group Relations India (GRI) and has been on the staff of several conferences in various roles since 2003, including that of co-director in the 2019 GRI conference

Leslie B Brissett Director of the Group Relations Programme at the Tavistock Institute of Human Relations

Cathy Chen is an OD Practitioner, member of AKRI, & board member of Grex

Mónica Rocío Velarde Lazarte PhD Professional Partner, the Tavistock Institute of Human Relations

Jack Marmorstein is Past President of AKRI

Martha C M Mens PhD MPC psychologist, Government consultant & teacher University Utrecht

Sivanie Shiran PhD Clinical Psychologist & Jungian Psychoanalyst; Faculty head of Leadership, Arison School of Business, IDC Herzliya and Senior Consultant at IMD business school. OFEK member

Engaging in our Mother Tongues / as our Mother Identities: A Trans-Language Continuous Online Group

Robert Hsiung MD is a psychiatrist in private practice; a co-founder and past president of the International Society for Mental Health Online; the editor of *E-Therapy: Case Studies, Guiding Principles, and the Clinical Potential of the Internet* (Norton, 2002); and the founder of Psycho-Babble, a large public online peer support group

Joseph E Wise MD CGP is a Certified Group Psychotherapist and Board-certified psychiatrist practicing in Brooklyn; an Army psychiatrist for a decade, including in Iraq in 2010; an author and presenter on psychodynamic and interpersonal group therapy approaches to working with military/Veterans and treating combat PTSD; a co-editor of *Gay Mental Healthcare: Providers and Patients in the Military* (Springer, 2018); and a former Chief of Behavioral Health at a military community hospital

Jeffrey D Roth MD CGP FAGPA is an addiction psychiatrist; a director of Group Relations Conferences for the AK Rice Institute and Virtual Large Study Groups for an international consortium of group relations organizations; a past president of the Chicago Center for the Study of Groups and Organizations; a past editor of the *Journal of Groups in Addiction and Recovery*; and the director of WorkingSobriety.com

Parallel Presentations I: Titles and Presenters

The Director's experience of postponing a conference

Louisa Diana Brunner PhD Leadership consultant, Executive Coach, Family Business Researcher and Advisor, Bocconi School of Management, MBA Participants Selection. Italy

Critical Race Theory and Group Relations

Evangeline Sarda is an Associate Professor of Clinical Law at Boston College Law School where she directs both the Prosecution Clinic and the Leaders Entering and Advancing Public Service (LEAPS) Program, chairs the Diversity and Inclusion Task Force, and teaches about and organizes group relations events. She is a board member of Group Relations International (GRI) and the Centre for Social Dreaming.

Spotlighting Corruption through the Group Relations Lens – a selfie

Yael Shenhav Sharoni MA Clinical psychologist and supervisor; Training psychoanalyst, TAICP, APsA, IPA: Consultant to organizations; OFEK chairperson

Joseph Triest PhD Training Analyst (IPS; IPA); Clinical Psychologist and Supervisor; Organizational Consultant; Former President of the Israel Psychoanalytic Society; Lecturer and Supervisor in Tel-Aviv University; The Israeli Psychoanalytic Institute; Triest-Sarig clinic–co-owner; Co-Director-The Center for the Research of the Psychoanalytic-Systemic Approach; Member, OFEK

Mira Erlich-Ginor MA Clinical psychologist; Training and supervising psychoanalyst, Israel Psychoanalytic Society; Consultant to organizations; Founding member and past chair of OFEK, Founding member and secretary of PCCA

Shmuel Erlich PhD Clinical psychologist; Training and supervising psychoanalyst and past president, Israel Psychoanalytic Society; Consultant to organizations; Sigmund Freud Professor of Psychoanalysis (Emeritus), The Hebrew University of Jerusalem; Founding Member, OFEK, PCCA

Parallel Presentations II: Titles and Presenters

Too Black to Lead: When Authority Trumps Race?

Mary Fullerton Founding Partner: Caribbean Group Relations Consulting Ltd. Organizational Consultant and Accredited Leadership Coach

Urban Hudlin Founding Partner: Caribbean Group Relations Consulting Ltd, Psychoanalytic Psychotherapist, Dublin; Dominican Priest

In Search of 'W'

David Armstrong PhD A social psychologist by inclination, David Armstrong trained on the job at the Tavistock Institute between 1959 and 1967. In 1964 he was a member of the last study group Bion was to take in the UK. He has worked more or less continuously within a Tavistock tradition of social engagement, action research and organisational consultancy, at the University of London, The Grubb Institute and the Tavistock Clinic.

Sibling Relations as an Extension to Group Relation Selfie

Simi Talmi MSW Training psychoanalyst and organizational consultant. Former co-director of the Program in Organization Consultation & Development: A Psychoanalytic-Systemic Approach, Teaches in the program of psychotherapy Haifa University; member of the Tel Aviv Institute for Contemporary Psychoanalysis, Ofek member

Smadar Ashuach is a clinical psychologist, supervisor, training psychoanalyst and group analyst. A member of the Israeli Institute of Group Analysis and GAS, member of Tel Aviv Institute for Contemporary Psychoanalysis, and Ofek member

Parallel Presentations III: Titles and Presenters

Think Local, Act Global: Institutionalizing GR through Sukrut's Intersubjective Lens

Manab Bose is a practitioner Psychoanalyst with Sukrut India, and has been conducting GR events in India
Uday Mazgaonkar sits on the Advisory Board of Sukrut India, and is a GR practitioner and therapist

"It works here too!". Working with and through a pandemic at Leicester 2020 in Bavaria

Leslie B Brissett JP PhD Group Relations Programme Director, Principal Consultant and Company Secretary, TIHR, UK

Pauline Holland MA Advanced Organisational Consultancy; Executive Coach ILM Level VII; Founder: Limen Associates, UK

Rachel Kelly BA mSTAT Group Relations Consultant, Engagement & PR Manager, Tavistock Institute; Member, Society of Teachers of the Alexander Technique, UK

Antonio Sama - MA(AOC) Senior Lecturer Management and Leadership, Christ Church Business School. Member: Editorial Advisory Board of the Journal of Management History, UK

Group Relations in China: Portraits (Selfies) of Cross-cultural Study of Organizational Development 2014 – 2021

Seth Harkins Principal, Harkins Educational Consulting and Advocacy; adjunct professor National Louis University, Chicago, IL; researcher; board of directors, AKRI; past president and member Chicago Center for the Study of Groups and Organizations; vice president and board member, Midwest Group Relations Center. Dr Harkins has been involved in group relations work since 1985. He has been involved in group relations in China since 2014

Nick Bartlett is an anthropologist with a training in psychoanalysis teaching at Barnard College, Columbia University. He has participated in five group relations conferences, including three organized in China

Yu-Kuang Kevin Hsu EdD, PhD Psychology Dep. Professor/Chair, National Tsing Hua University. Chief Editor, Guidance Quarterly. Director, Taiwan Association of Talent Assessment and Development. Postdoctoral Fellow, Counseling and Human Services, University of Maryland. Ed. D Counseling Psychology, National Changhua University of Education. Licensed Clinical Psychologist & Mental Health Counselor, Taiwan. Interested and learning from the teaching, supervision, and research of group dynamic, counseling, and psychotherapy.

Ming-Hui Daniel Hsu PhD Counseling Psychologist in Taipei, Taiwan; Founder/Leader of Group Relations Taiwan Work Group

Xiaohua Lu PhD Associate Professor, Counseling Center of Beijing Jiaotong University; Secretary General of The Division of Group Counseling and Group Therapy, China Association for Mental Health (DGCGT,CAMH); Co-director for China-America Society for the Study of Groups and Organizations (CASSGO). She participated Group Relations Conference in China ever since 2014. Totally she participated 11 GRCs in China and US till now, she is doing research on GRC with research team also

Jeffrey D Roth MD FAKRI is an addiction psychiatrist and group psychotherapist in Chicago. He has directed six GRCs in China since 2014, including a virtual GRC conducted in Mandarin in December 2020. He has also directed two virtual GRCs for psychiatry residents, a virtual GRC in Russian and a virtual GRC for stakeholders in the Middle East peace process

Xumei Wang Professor and Director of The Department of Psychiatry, Shengjing Hospital, China Medical University. Psychodynamic Psychotherapist, Music Image Therapist. Member and Consultant Candidate, AKRI. Participating in GRC Beijing 2016, AKRI Community Meeting online, International eGRC, eGRC Russia, GASi LSG online, Sydney LG online as a member; Beijing SSGT 2017, GRI 2020 Virtual SSGT twice, 2020 Leading from Experience Workshop online; 2019 Shanghai LSGT; 2018 BGRC co-consultant; 2019 Changsha GRC consultant; ADA eGRC China 2020

Meeting Schedule – time: UK GMT

Thursday, 28 Oct

- 14.00** - 15.30 Opening Plenary
- 15.30 - 15.45 *Break*
- 15.45 - 16.45 Virtual GRC Panel
- 16.45 - 17.00 *Break*
- 17.00 - 18.30 Virtual GRC Panel
- 18.30 - 18.45 *Break*
- 18.45 - **19.45** Exploratory Event Plenary

Friday, 29 October

- 14.00** - 14.30 Daily Selfie
- 14.30 - 15.30 Keynote Lecture: Leslie B Brissett
- 15.30 - 15.45 *Break*
- 15.45 - 16.45 Exploratory Event (cont.)
- 16.45 - 17.00 *Break*
- 17.00 - 18.00 Parallel Presentations I
- 18.00 - 18.15 *Break*
- 18.15 - **19.15** Exploratory Event (cont.)

Saturday, 30 October

- 14.00** - 14.30 Daily Selfie
- 14.30 - 15.30 Keynote Lecture: Dorothee C von Tippelskirch-Eissing
- 15.30 - 15.45 *Break*
- 15.45 - 16.45 Exploratory Event (cont.)
- 16.45 - 17.00 *Break*
- 17.00 - 18.00 Parallel Presentations II
- 18.00 - 18.15 *Break*
- 18.15 - **19.15** Exploratory Event Plenary

Sunday, 31 October

- 14.00** - 14.30 Daily Selfie
- 14.30 - 15.30 Parallel Presentations III
- 15.30 - 15.45 *Break*
- 15.45 - 16.45 Closing Plenary with review groups
- 16.45 - 17.00 *Break*
- 17.00 - **17.45** Belgirate VI Book launch

Administrative Information:

Dates and Times: the meeting will begin at **14:00** GMT on Thursday, 28 October 2021 and ends at 17:45 GMT on Sunday, 31 October 2021.

Online: we aim to livestream some of the meeting and have it available online afterwards as well. There will be later access to plenaries, Keynote lectures, the Virtual GRC Panel and selected parallel presentations. There will be a lounge area. However, please note we are still working on the specifics of what can be done digitally and how it will work.

Working Language: the working language of the meeting is English.

Fees:

Early Bird:	£285	by Monday, 6 September
Full fee:	£445	from Tuesday, 7 September

Registration fee of £50 - in all cases, a non-refundable registration fee of £50 must accompany the completed registration form. The balance must be paid by Monday, **4 October** 2021.

Withdrawal from 4 September until Monday, 18 October will incur a 50% cancellation fee. Withdrawal after 18 October will incur a 100% cancellation fee.

Registration: you can fill in the form online at www.tav institute.org/belgirate and make your registration fee of £50 or full fee payment online using Sagepay (you can use your credit/debit card). To make a bank transfer, you can email for bank details - please pay all bank charges incurred (both banks).

If you have any questions, please contact Rachel Kelly, MAT: r.kelly@tav institute.org
or +44 (0)7904 549 989

Sponsors of the scientific meeting

The A K Rice Institute for the Study of Social Systems is a non-profit educational institute in the United States committed to enhancing peoples' understanding of the complex dynamics that influence their ability to work, manage and lead in today's continually changing organisations. The Institute's goal is to support the development of more effective, productive organisations while enhancing the individual's skills as leader, manager and/or team member. Founded in 1970, AKRI now sponsors Group Relations conferences, a biennial meeting (the AKRI Dialogues) and training workshops. It also publishes books and occasional papers in the Group Relations field, available in print and through the AKRI website.

OFEK, Organization, Person, Group – The Israeli Association for the Study of Group and Organizational Processes (Public Benefit Non-Profit Company) was founded in 1985 and has 90 members. Its primary aim is to help promote learning and change in individuals, groups, organizations and society through the study, development and application of psychoanalytic and open systems theories regarding groups and organisations. OFEK's activities include annual international Group Relations conferences, Hebrew-speaking conferences, theme conferences, bespoke conferences for particular organisations, scientific meetings, professional development courses, (TouchOFEK), and additional activities for members and the wider public. OFEK also co-sponsors a program in *Organizational Consultation and Development: A Psychoanalytic-Systemic Approach (POCD)*.

The Tavistock Institute of Human Relations, a non-profit, was formally founded in the UK in 1947, although its work started before the War. It is dedicated to the study of Human Relations for the purpose of bettering working life and conditions for all living systems. The TIHR operates on the interface between the conscious and the unconscious, the systemic, the interpersonal and the individual, in a tapestry of methods spanning psychoanalytic / other psychotherapeutic theories; social science research methods; Fine and Performing Arts; and psychophysical methods. We work nationally and internationally to promote a learning culture through developing capacity to think through actions, to change and understand both change dynamics and the resistance to it and to put new insights into practice. Group Relations is our core *learning through experience* practice. Our Group Relations Programme (GRP) is the leading experiential learning method in the world as is our flagship GRC: Task Authority Organisation, the TAO of Tavistock Institute, known as the Leicester Conference. Our GRP staff lead and publish on Group Relations theory and practice internationally.