



Working with Others: leadership, risk and trust

Three-day non-residential
Group Relations Conference

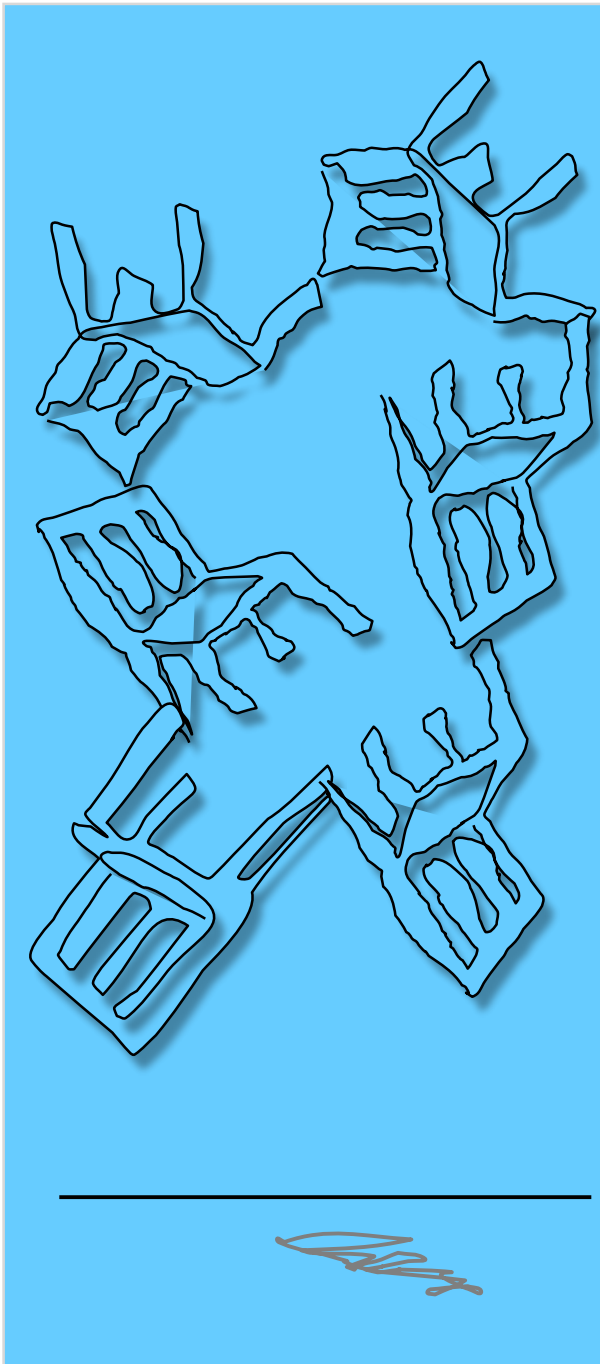
Friday 4 – Sunday 6 November 2011

**British Association of
Psychotherapists**

Mapesbury House
37 Mapesbury Road
London NW2 4HJ

www.bap-psychotherapy.org





The Conference is an intensive experiential event (there are no lectures or seminars) intended for anyone who is working in and with organizations, wishing to develop and fulfil their roles in their professional life. The Conference activities explore issues such as task, authority, accountability and leadership, considering the meaning, limitations and creative potential of taking up a role in the process of working with others. There will be a maximum of 40 participants.

The overall aim is to assist participants to explore and understand more fully the complexity of organizational processes. Insights can then be usefully applied both to the realm of work and to the social world.

The duration of the Conference is three full days and a certificate of attendance is issued on completion.

Please note that participants are expected to attend the whole programme:

- Friday 4 November 9.45 am – 7.30 pm
- Saturday 5 November 9.00 am – 7.30 pm
- Sunday 6 November 9.00 am – 4.30 pm

Full lunch prepared by Leon Lewis Vegetarian Catering is provided on all three days.

Context

The world is a constantly evolving environment in its physical, technological and human dimensions. The speed of change is augmented by the ongoing depletion of resources and the search for new markets, and competition seems to be the main stimulant to development. How can we work effectively under such conditions? How can we challenge what we take to be the norms of organizational life, think clearly while under pressure, and discover the potential for trust and creative engagement with others in our separate and joint tasks, recognizing and valuing our differences and commonalities?

Purpose

This Conference is designed to provide opportunities for understanding both conscious and unconscious processes, rational and irrational, that both assist and hinder the work of individuals and groups.

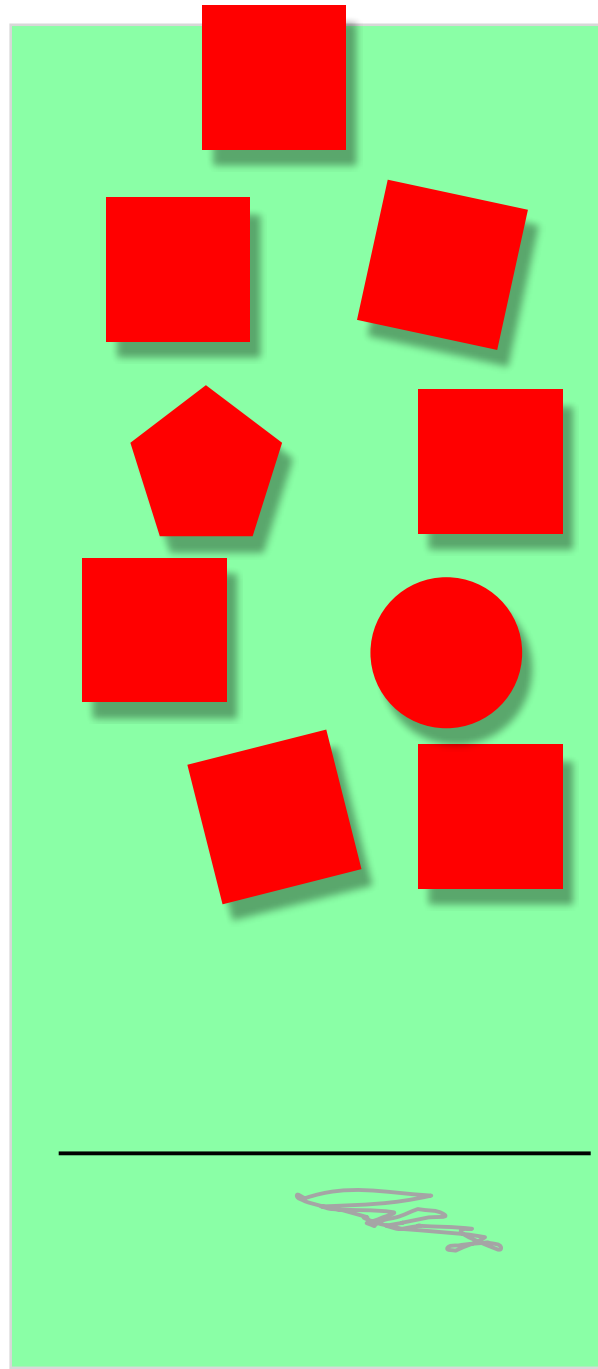
The primary task of the Conference is:

To experience and examine conscious and unconscious processes of group dynamics as they happen, in the exercise of role, authority and leadership.

Opportunities

Conference participants will be able to:

- examine ways in which certainties and uncertainties may paralyse their thinking;
- learn how groups jointly construct a reality that though considered external and unchangeable may be amenable to transformation;
- explore the dynamics of (mis)trust that are engendered in taking up leadership and followership;
- develop capacities for exercising authority and taking up management and leadership roles;
- experiment with ways of engaging with difference (e.g., concerning age, gender, ethnicity, class, sexual orientation);
- explore vulnerability as a necessary component of the capacity to exercise authority;
- consider the interplay between risk and trust, vulnerability and creativity;
- consider the relationship of organizations to their cultural, political and economic contexts;
- reflect on the application of the experiences derived from the Conference to their professional life and the development of the organizations where they work.



This experiential conference provides opportunities for learning which may feel challenging to those who are in the midst of personal stress and therefore attendance may not be advisable in such circumstances.

If you need further information, or wish to discuss the suitability of the Conference to your needs, please email or phone

Carlos Sapochnik, Conference Director

bapgrouprelations@gmail.com

+44 (0)20 8340 4873

Conference method and events

The group relations conference method is to structure a number of situations or events in which members can study their behaviour as it happens. Processes within, between and amongst groups of different sizes and configurations provide an opportunity to study and learn from all participants in the Conference – members and staff alike. Conference staff take up the roles of consultants, managers and facilitators.

Moving across boundaries from one group to another, negotiating between or on behalf of groups, and reviewing the experiences that take place, offer participants the potential for learning which can be applied to other settings and institutions.

The Conference events, taking place across 18 sessions over three days are:

Opening and closing plenaries

The Conference opens in a full plenary of staff and members, to provide a structured beginning as participants enter the Conference as a temporary institution. The final plenary gives an opportunity for reflection on the learning from the Conference as a whole, while studying the process of ending relationships.

Network event

This event has two stages. In the first phase members self-select into small study groups of 5–8 members to learn about interpersonal relationships, with a staff member allocated to consulting to the process of group formation.

In the second phase groups modify their membership and explore the continuation of existing ties within a new configuration. The event ends in a plenary review.

Large study group

The objective of the event is to experience and learn about interpersonal relations in the setting of the whole Conference membership. Staff, working in consulting role, assist the task by offering observations about what they perceive may be happening in the group.

Review groups

The purpose of these groups is to review and reflect on the roles that participants may have taken up in the Conference and focus on areas for further development. Members are allocated to a group of 4–6 participants with a consultant as facilitator. To offer maximum learning, these groups meet in the morning of the second and third day of the Conference.

Institutional event

The task of is to conceptualize the total Conference as a developing institution. The dynamics between groups in their interaction with one another, and between the membership and management, are two of the issues which may be explored in order to understand what sort of organizational culture is explicitly and implicitly in operation as constructed by members, consultants and management.

Authority, leadership, the use (and misuse) of resources, and the (im)possibility of functioning in isolation are some of the themes that may be explored.

Staff are available for consultation on request while the management group conducts its work in open sessions. The event concludes with a plenary review.

Application groups

Members meet in the same groups as in the Review Groups, with the task of applying Conference learning to current work issues as presented by the group members. A staff member assists the discussion in consultant role.

Conference staff

DIRECTORATE

Carlos Sapochnik (Director) – Organizational Consultant and Researcher; Visiting Tutor, MA Consultation and the Organization and MA Working with Groups, Tavistock & Portman NHS Trust; Principal Lecturer, Middlesex University; Member, International Society for the Psychoanalytic Study of Organizations (ISPSO); Associate Member, Organization for Promoting Understanding of Society (OPUS)

Miranda Feuchtwang (Deputy Director) – Psychoanalytic Psychotherapist, BAP; Visiting Tutor, MA Consultation and the Organization, Tavistock & Portman NHS Trust; Member, Organization for Promoting Understanding of Society (OPUS)

Ben Neal (Associate Director for Administration) – Organizational Consultant; Homeless Outreach Service, Camden & Islington Mental Health Foundation Trust; Associate Member, Organization for Promoting Understanding of Society (OPUS)

CONSULTANTS will be selected from

Francesca Cardona – Organizational Consultant and Coach; Visiting Tutor, MA Consultation and the Organization, and Professional Doctorate, Tavistock & Portman NHS Trust; Coach at the London Business School

Tim Dartington – Group and Organizational Consultant; Associate, Tavistock Institute; Visiting Tutor, Tavistock & Portman NHS Trust; Member, Organization for Promoting Understanding of Society (OPUS); Member, International Society for the Psychoanalytic Study of Organizations (ISPSO)

Miranda Feuchtwang

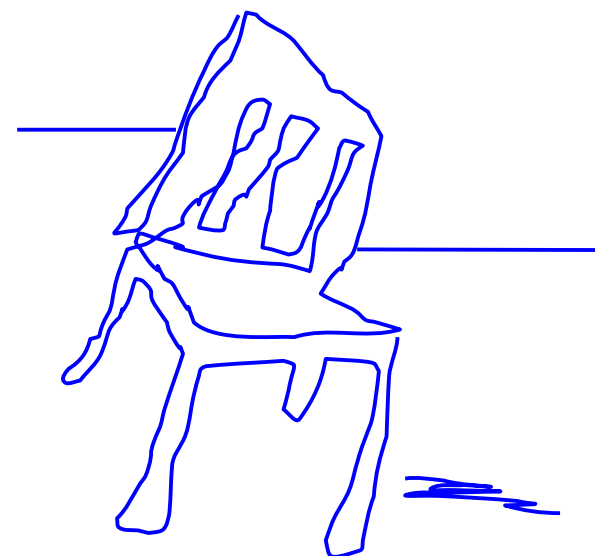
Julian Lousada – Psychoanalyst, BPA; Principal Consultant, Tavistock Consultancy Service; former Chair of the Adult Department, and Tutor, MA Consultation and the Organization, Tavistock & Portman NHS Trust; Chair, British Psychoanalytic Council

Ben Neal

Liz Omand – Psychoanalytic Psychotherapist and Supervisor, BAP; Tutor, MSc Psychodynamic Counselling and Psychotherapy, Birkbeck College, University of London; Member, British Association of Psychotherapists (BAP) and British Psychoanalytic Council (BPC)

Anne Marie Reilly – Psychoanalytic Psychotherapist, BAP; Head of Counselling Service, University of Westminster; Tutor, MSc In Psychodynamic Counselling, Birkbeck College, University of London; Member, British Association of Psychotherapists (BAP) and British Psychoanalytic Council (BPC)

Carlos Sapochnik



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Established 1951

Application/registration form

Conference fee before 31st August

£335

£300 for BAP members and trainees

Conference fee after 31st August

£370

£335 for BAP members and trainees

Three or more bookings by participants from the same organization can be made at £300 each before 31st August, or £335 thereafter.

The closing date for all applications is 1st October 2011. Early booking is advisable.

To book a place please print this booking form, fill it in BLOCK LETTERS, and return it with a cheque payable to 'BAP' to

Mrs Rohini Weerasooriya
British Association of Psychotherapists
37 Mapesbury Road
London NW2 4HJ
United Kingdom

Participant's details

Please complete all details in full. Items with an asterisk * will appear in the membership list of the Conference brochure.

NAME*

ADDRESS

TELEPHONE work
 home
 mobile

E-MAIL*

BEST WAY TO CONTACT YOU (please tick)

home phone
work phone
mobile phone
e-mail

EMERGENCY CONTACT (next of kin)

PLACE OF WORK

WHAT DO YOU HOPE TO GAIN FROM ATTENDING
THE CONFERENCE?

DIETARY REQUIREMENTS

JOB TITLE*

OTHER REQUIREMENTS

MAIN ROLE(S) IN YOUR JOB

WHERE DID YOU HEAR ABOUT THE
CONFERENCE?

TRAINING

Please give details of any training undertaken (including any group relations experience) that may be relevant to the Conference, giving name of institution and dates.

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