

Working with others: risk, conflict and creativity

Two-and-a-half-day non-residential
Group Relations Conference

Friday 1 – Sunday 3 October 2010

**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 two-and-a-half days and a certificate of attendance is issued on completion.

Participants are expected to attend the whole programme:

- Friday 1 October 2.00 pm – 7.30 pm
- Saturday 2 October 9.00 am – 7.30 pm
- Sunday 3 October 9.00 am – 6.00 pm

Lunch is provided on Saturday and Sunday.

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 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.

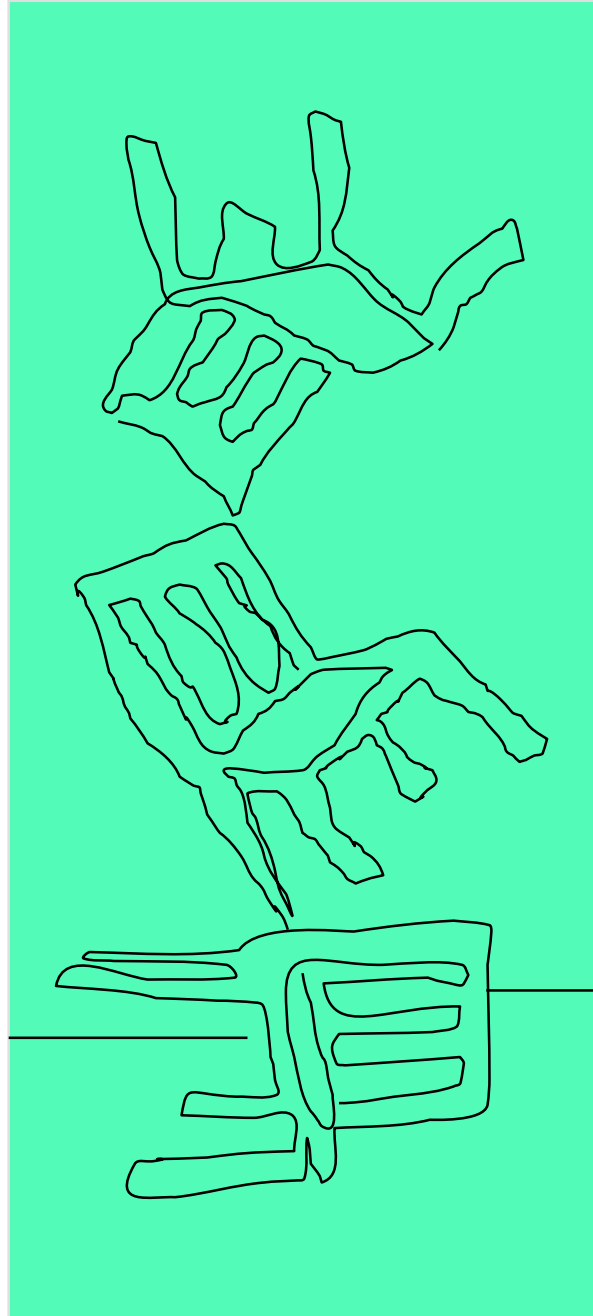
The primary task of the Conference is:

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 how rational and irrational forces operate in organizations by considering their experiences at work and shared experiences of the Conference;
- experiment with ways of engaging with difference (e.g., concerning age, gender, ethnicity, class, sexual orientation);
- develop capacities for exercising authority and taking up leadership roles;
- explore vulnerability as a necessary component of the capacity to exercise authority;
- consider the interplay between tradition, risk-taking, 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 too challenging to those who are in the midst of personal stress or in an acute crisis at work, and therefore attendance may not be advisable under such circumstances.

If you need further information, or wish to discuss the suitability of the Conference to your needs, please contact Carlos Sapochnik (Conference Director) at 020 8340 4873 or carlos@sapochnik.com

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, offers participants the potential for learning which can be applied to other settings and institutions.

The Conference events, extending over 17 sessions over two-and-a-half 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 6-8 members to learn about interpersonal relationships, with a staff member allocated to consulting to the process of the group.

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 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 at the end of the second and third day of the Conference.

Institutional event

The task is to understand 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 to understand what sort of organizational culture is explicitly and implicitly in operation as constructed by the 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 work 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, Tavistock & Portman NHS Trust; Principal Lecturer, Middlesex University; Member, International Society for the Psychoanalytic Study of Organizations (ISPSO)

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).

Sebastian Kohon (Associate Director for Administration) – Child & Adolescent Psychotherapist, Brent Centre for Young People and Belmont School Mill Hill; Co-Chair, Child & Adolescent Division, Tavistock Society of Psychotherapists; Member, Association of Child Psychotherapists (ACP) and British Psychoanalytic Council (BPC).

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; Associate of Careers in Depth and Studio APS (Milan)

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

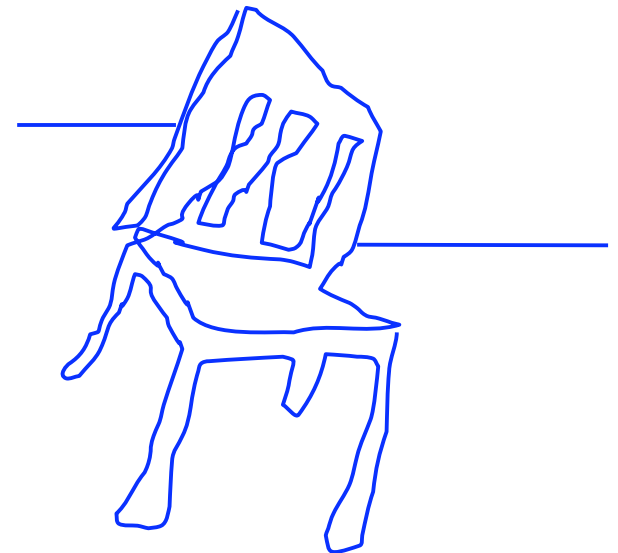
Sebastian Kohon

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

Anne Marie Reilly – Psychoanalytic Psychotherapist; Head of Counselling and Advice Service, University of Westminster; Tutor, MSc In Psychodynamic Counselling, Birkbeck College, University of London.

Carlos Sapochnik

Judith Trowell – Psychoanalyst, Organizational Consultant and Trainer; former Visiting Tutor, MA Consultation and the Organization, Tavistock & Portman NHS Trust; Professor of Child Mental Health, University of Worcester.



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Established 1951

Application/registration form

The early Conference fee (before 31 July) is
£275 (£250 for BAP members and trainees) – and
£300 (£275 for BAP members and trainees)
thereafter.

The closing date for all applications is **1st
September 2010**. Early booking is advisable.

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

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

Participant's details

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

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

JOB TITLE*

MAIN ROLE(S) IN YOUR JOB

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.

BRIEFLY, WHAT DO YOU HOPE TO GAIN FROM ATTENDING THE CONFERENCE?

DIETARY REQUIREMENTS

OTHER REQUIREMENTS

WHERE DID YOU HEAR ABOUT THIS CONFERENCE?

British Association of Psychotherapists

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Telephone 020 8452 9823

admin@bap-psychotherapy.org

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