

THE LEICESTER
2018
CONFERENCE



4 – 17 AUGUST 2018
COLLEGE COURT
THE UNIVERSITY OF LEICESTER
With Deepening Learning Group

DEAR PROSPECTIVE MEMBER

Every year since 1957, the Tavistock Institute of Human Relations has provided the space to study the nature of authority relations in groups, organisations, communities and society, with the express aim to understand how we can better live and work together. So, why do we need to understand more about leadership and authority?

If we had leadership that held a view (as did Aristotle, advisor to Alexander the Great) that it is possible for one soul to dwell in two bodies, or even in a whole group or community (as indicated by Sigmund Freud and Wilfred Bion) perhaps our organisations and communities would behave differently toward our problems and opportunities?

The adversarial systems of “winner takes all” in law and business, or political systems of “first past the post”, may be enduring relics of mindsets that seek isolation, separation and victory, requiring a binary “either/or” mentality, that gives rise to Heroic and Transformational leadership narratives.

And, what kind of leaders arise from such a mindset? Caesar Milan, the Dog Whisperer, says that “*Human beings are the only animals that follow unstable pack leaders. A dog would never do it!*”

Perhaps we are ready to engage in a thoughtful, “both/and” mindset. One that seeks to explore the Volatility, Uncertainty, Complexity and Ambiguity (VUCA) of our contemporary world, in a spirit of inquiry; not on a mission to dominate or control.

Without the narrative of the Hero as leader- it’s time to look at the other bit of the coin. Our current context requires us to think about the ART (authority, role and task) of Enlightened Followership: where everyone is a leader who thinks carefully about who to follow, and how to do it well. Can we take up our roles like Neo from the *Matrix* – choosing the red pill over the blue pill, or will we behave like the yellow-pill Minions from *Despicable Me*?

You are warmly invited to the 72nd Leicester Conference, to study what Enlightened Followership means for us, and if the TAO (task, authority and organisation) of Tavistock can trump our excesses of unstable leadership in society, business and politics.

Leslie Brissett
Conference Director



THE PRIMARY TASK OF THE CONFERENCE IS

to study the exercise of authority in the taking up of roles through the interpersonal, inter-group and institutional relations that develop within the conference as an organisation within its wider context.

BEING

We are embodied beings. The world of work often makes us shut off from the physicality of ourselves and only focus on the contents of our heads. There is a wealth of information, capacity and wisdom located in the muscles, sinews and tissues of our bodies that we tend to ignore in our work life. An aspect of the conference will work toward accessing this wisdom and making it available to help us understand the nature of our temporary institution, and how to be more embodied in our back home roles and contexts.



ALUMNI OF THE LEICESTER CONFERENCE HAVE SAID

"In my consulting practice I find myself much more at ease and more wide angle in my view of things"

Seth Harkins, Consultant, USA

"I'm more awake to group impacts in all aspects of my life"

Susana Lugo Ruiz, Manager, Worldwide Logistic Services, Spain

"The experience shook me to my core, in a way that years of therapy have not done – opening me up to alternative viewpoints"

Pete Harpum, Partner, Ping Partnership Ltd, UK

"A complex, intense and very rich personal/professional development"

Annalisa Bortoluzzi, EHS Manager, Eurometaux, Brussels

CONFERENCE STAFF

CONFERENCE DIRECTORATE:

The Conference Director and Conference Administration (in addition to their consultancy or other roles within the conference) constitute the Conference Directorate:

Conference Director and Director of the Working Conference:

Leslie Brissett JP, PhD

Group Relations Programme Director, TIHR; Magistrate, FE Governor; ISAAC member, BPC; UK

Associate Conference Director:

Kathleen Pogue White PhD

Psychoanalyst / Leadership Development Consultant; Founding Member, William Alanson White Institute Organization Program; USA

Director of the Deepening Learning Group:

Susan Long PhD

Director, Research and Scholarship, NIODA; Organisational Consultant; Visiting Professor, INSEAD; member, GRA, Australia

Conference Administrator and Director of Communications and Resources:

Megan Davies

Operations Manager, The Tavistock Institute of Human Relations (TIHR), UK

The Role of Staff: Staff are informed by their own experiences of the events and work to the primary task of the event and the conference overall. They will offer working hypotheses based on their understanding of what is happening. Conference staff are not observers of the process but are actively involved in it. They will be examining, interpreting, reflecting and making sense of their own as well as of members' experiences, including those which are hidden and sometimes unconscious. Conference staff will be as explicit as possible about their task and roles throughout the conference. The ways in which they take up their roles are always open to examination. They work together as collective management to hold and maintain the boundaries of the conference institution.

CONSULTANT STAFF

will be drawn from the following list:

Lord Victor Olufemi Adebowale CBE, MA

CEO, Turning Point; Director, Leadership in Mind; Chancellor, Lincoln University; Chair, Collaborate; UK

Milda Autukaitė Msc

HR Director Swedbank, OD Consultant, Member, Lithuanian Group Relations Society; Lithuania

Daphna Bahat MA

Clinical Psychologist; Organisational Consultant; Leads dance workshops; Member, OPUS; Chairwoman, OFEK; Israel

Maxine Dennis MSc, TQAP, M.Inst.Psychoanal.

Psychoanalyst; Psychotherapist; Clinical Psychologist; Organisational Consultant; UK

Fabio D'Apice

Executive Director of ISPSO; Organisational Consultant; Director of Centro Coaching, UK & Gibraltar

Saliem Khliefi BA

Social Worker; Organizational Consultant; Group Therapist; Member, OFEK; Israel

Anuradha Prasad PhD

Human Process and Institutional Development Consultant and Coach; Trustee, Group Relations India

Shankarnarayan Srinath BSc, MBBS, MRCPsych

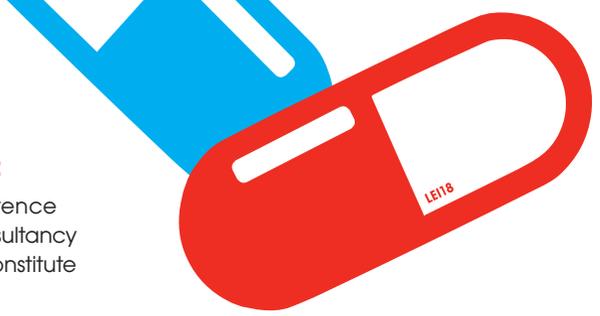
Consultant Psychiatrist in Psychotherapy & Organisational Consultant, Cambridge; Visiting Lecturer, Tavistock Clinic; UK

Nadine Tchelebi PhD

Lecturer, Bristol Business School; Editor, *Organisational & Social Dynamics*; Senior Consultant, In Stability; Germany

Jan Willemoes MSc (Psych), MSc (Business Strategy & Leadership)

Independent Business Psychologist; member of ISPSO and OPUS; Faroe Islands



WHEN IS THE CONFERENCE? VENUE? COST?

Timings

Registration begins at 12.00pm on Saturday, 4 August and finishes at 12.00pm on Friday, 17 August

Free time from 4.45pm on Thursday, 9 August until 10.30am on Saturday, 11 August

Fee

Working conference:
£5,200 inclusive

Deepening Learning Group:
£5,950 inclusive

The fee includes all accommodation and meals. People often ask why is the conference such great value? Compared with a Summer School programme at an equivalent Business School, fees there can vary from £13,000 – £47,000. We believe that one principle underlying Group Relations learning is about maximising the democratisation of the workplace, and as such, keeping prices affordable for all workers, from all parts of the world.

Discounts

£700 discount for applications received by **5 March 2018**

£500 discount for applications received by **28 May 2018**

£250 discount each for 2 applicants from the same organisation

£400 discount each for 3+ applicants from the same organisation

£500 discount if you have participated in one of our courses in the last 10 years

Partial bursaries are available on request.

How Do I Apply?

For more information and an application form: www.tavinstitute.org/TAO or contact: Rachel Kelly, pre-Conference Administrator

E: r.kelly@tavinstitute.org
T: +44 (0)20 7457 3927

Applications: All applications for the reservation of a place at the conference should be accompanied by the booking fee of £700. Acceptance to the conference is not automatic and places are limited.

Venue

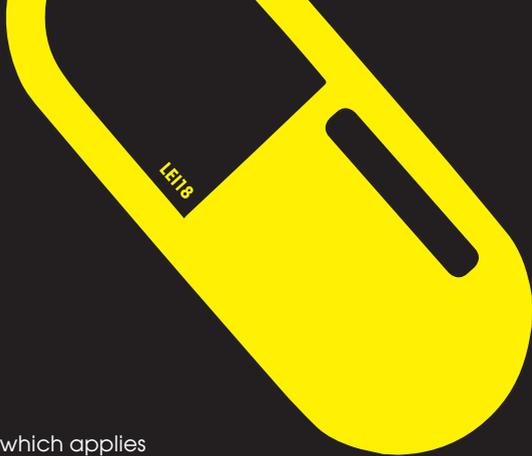
College Court is a 4* hotel, part of the University of Leicester, where award-winning architecture combines with delicious food and modern conference facilities in tranquil wooded surroundings.

Closing Date for Applications

Monday, 23 July 2018

Please note: We suggest that if you are living through particular personal difficulties that you consider postponing your attendance to next year as the conference is designed as a learning event and is not a substitute for personal psychotherapy.





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 before the War, together with the Tavistock Clinic. 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.

