

The 6th International
Group Relations Conference
in Lithuania

22nd – 26th
August 2015

POWER AND VULNERABILITY

Negotiating Unequal Relations within and between
Organizations, Communities and Nations

A working conference based on Tavistock
experiential learning methodology



THE THEME

Who is powerful and who is vulnerable? We tend to think that the sources of power are money and status or position in the hierarchy - the more money, the higher up the hierarchy, the more powerful one is. It might be the truth, but not the whole truth. Every person, every organization, and every nation has its own arrangement of powers and vulnerabilities - they all are part of complex interrelated social systems. Power can turn into vulnerability, and vulnerability may not mean powerlessness.

Negotiations are important in the relations within and between organizations, communities and nations. Negotiation is a part of everyday life, whether personal or professional. Due to recent social, economic, political changes in the world, life in organizations has become less dependent on tradition, hierarchy and structure. Instead roles, tasks and procedures in organizations have become objects of negotiation. How can we negotiate from unequal positions? How do powers and vulnerabilities get used and misused in the process of negotiations?

The conference butterflies motif invites the suggestion of fragility and great beauty, of lives short, but necessary for cross-pollination and flowering, an example of interdependence amid unequal relationships; a metaphor, perhaps, for the cross-pollinating of cultures and political powers, contributing while living with instability.



Who is this Programme for?

The programme draws participants from diverse work settings and roles: leaders, managers, consultants, educators, researchers, administrators and professional and technical workers.

What will you get out of this Programme?

YOU WILL HAVE OPPORTUNITIES TO LEARN ABOUT HOW TO:

- **manage yourself in the multiple roles** necessary for contemporary leadership where greater inter-personal and inter-organisational collaboration is called for
- use your **emotional literacy** to inform your actions
- explore your identity in the context of family, organisation, community, nation, and historical experience
- take up formal and informal **leadership and followership roles** as you explore group, institutional, communal and national dynamics as they happen.

THE AIMS OF THE PROGRAMME, THEREFORE, ARE TO:

- bring together understanding of the **conscious and hidden, sometimes unconscious**, motivations and resistance of work and communal groups as they engage collaboratively and competitively with one another
- become more effective in working with the **underlying dynamics** within and between organisations and communities between these and the wider society
- **apply the roles** taken up within the programme to your own organisations, communities and networks.

WITH THESE AIMS IN MIND, THE PRIMARY TASK OF THE CONFERENCE IS TO ...

... study power and vulnerability in negotiations and the exercise of authority in the taking up of roles through the inter-personal, inter-group and organisational relations that develop within the programme as a temporary organization in its context.



The Method

This conference will mark the sixth joint venture between Vilnius University and the Tavistock Institute of Human Relations. It is based on the theoretical perspectives and methods of group relations as developed in the Tavistock 'Leicester' working conferences on Authority Role and Organisation.

The conference is designed to provide opportunities for learning for leadership. By **examining, interpreting, reflecting and making sense** of experiences in the programme events, participants will develop understanding of their own organisations and their **roles** within them.

The programme allows the participants to explore how **we take up our leadership roles, react to the leadership of others, and construct our identities in organizations and communities within the context of increasingly unequal relations.**

The programme focuses on **culture, structure and task**, and on the need for understanding the **roles** of participants as they relate collaboratively and competitively with each other. Such understanding involves disciplined attention to your own **experience**, openness to the experience of others, tolerance of **uncertainty** and the readiness to **interpret** what is happening, and the courage **to test one's interpretations** through communication and action. This includes being alert to both **conscious** and **unconscious** aspects of behaviour and ways in which behaviour is shaped by the broader social, political and economic **contexts** in which we work and live.

The method of learning is **experiential** – as participants you will be invited to study your own and others collaborative and competitive behaviour as it happens in the different events. **Consultancy** is always available in the programme events.

The focus of learning is based on examining the **'here and now'** of group and institutional behaviour. You will be invited and challenged to take up your own **authority** to accept what proves useful **learning** and reject what is not. Through this process you will be able to reconsider the way that you gain or lose **power** and exercise your **authority** in your organisations.



Programme Staff

Participants will be working with a staff group that is invited by the programme director on behalf of the sponsoring organisations of the programme - the University of Vilnius and the Tavistock Institute of Human Relations.

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

CONFERENCE DIRECTOR:

Jolita Buzaitytė-Kašalynienė, PhD, Head, Social Work Department, Vilnius University Faculty of Philosophy. Advisor, Ministry of Education and Science and the Youth Department, Ministry of Social Security and Labour; Member, National Board of Social Work, and Lithuanian Scouting Association; Representative, Vydunas Youth Foundation.

CONFERENCE ASSOCIATE DIRECTOR:

Mannie Sher, PhD, TQAP, FBAP, Director, Group Relations Programme, the Tavistock Institute of Human Relations, London. Fellow, British Association of Psychotherapists (BAP) and a practicing psychoanalytical psychotherapist. Member, International Society for the Psychoanalytic Study of Organisations (ISPSO); Israel Association for the Study of Group and Organisational Processes (OFEK).

CONFERENCE ADMINISTRATOR:

Milda Autukaitė, Masters, Organizational Psychology; Human Resource Management Consultant, Student of Postgraduate studies of "Working with Adult Groups in Organizations" course, Vilnius University, HR Director, "Swedbank", Lithuania.

CONFERENCE ASSOCIATE ADMINISTRATOR:

Raymond Bakaitis, Ph.D., Associate Clinical Professor of Psychology, University of California, Los Angeles (U.C.L.A.); President, Grex, the West Coast Affiliate of the A. K. Rice Institute for the Study of Social Systems.

CONSULTANT STAFF WILL BE DRAWN FROM THE FOLLOWING:

Leslie Brissett JP, PhD, Company Secretary and Principal Researcher/Consultant, Tavistock Institute of Human Relations; Board Member Westminster Kingsway College, Member Independent Scrutiny and Advisory Committee British Psychoanalytic Council, Deputy Superintendent Registrar and Magistrate in Adult and Youth Courts, (UK).

Rūta Gustainienė, MA, Psychotherapy and Counselling; practicing psychologist; manager of social integration projects; member, Society of Lithuanian Psychosocial Oncology (POA); member, Lithuanian Psychological Association (LPS).

Björn Josefsson, MS., Chief Organisational Psychologist, NAV, Norway; Licensed Psychotherapist and Group Analyst, Private Consultation, Praksis; Teacher, IGA, Norway; Member, OPUS; Foundation Council Member, AGSLO, Sweden.

Barbara Lagler Özdemir, Managing Director, oezpa GmbH, Academy & Consulting Bornheim, Germany/St Gallen, Switzerland. Co-Director, oezpa Group Relations Programs Germany, Turkey and China. Senior Coach and OD Consultant; Cooperating Partner. International Coach Federation, ICF; Germany/Switzerland.

Erika Speičytė-Ruschhoff, Director, Training and Research Programs, the Vilnius Archdiocese Caritas. Lecturer, Department of Social Work, Vilnius University; Associate Student, Postgraduate Studies of Gestalt Psychotherapy, Institute of Gestalt Psychotherapy "Dialogas" in Vilnius. Associate Member, international organizations of contemplation and Christian meditation "Via Integrals", Switzerland and "Elijah House", Latvia.

John Wilkes MA, Freelance Leadership Coach/Consultant, Lay Panellist on Fitness to Practice Committee, UK Nursing and Midwifery Council; Senior Independent Trustee, Bridge Mental Health; Secretary, Gordon Lawrence Foundation; Associate Member, ISPSO and Chair, Conference Organizing Committee of OPUS.

The Role of Staff

STAFF HAVE SPECIFIC ROLES IN THE PROGRAMME:

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 participants in the programme, the staff themselves and the participants, can engage with the primary task of the programme.

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

3. Programme staff members 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 programme. The way they take up these roles is always open to examination.

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



When is the Programme? Where? How much?

Time: The programme will begin at 09.00 on Saturday, 22nd August 2015, and end at 16.15 on Wednesday 26th August 2015.

Place: The programme will be held at **Vilnius University, Faculty of Philosophy**, Universiteto st. 9/1, Vilnius. The conference is not residential and participants from other cities or countries should reserve their accommodation at hotels in the vicinity.

Fees: There are two levels of conference fee:

(a) for participants working in the **public sector**, the fee is 320 EUR.

(b) for participants working in the **private sector** and for participants working in any sector but **currently living outside Lithuania**, the fee is 520 EUR.

Early booking is advised as the number of places is limited and not guaranteed.

Discounts

(i) **Early Bird Discount:** For applications received **before 12th June 2015**, there is an early-bird discount of 80 EUR.

(ii) **Bursaries:** Partial bursaries are available upon request. For more information, please, contact the pre-conference administrator.

Payment can be made by bank transfer. Other administrative details will be given upon completion of the registration process.

Cancellation Policy:

Cancellation occurring on or before 19th August, 2015: 75% of payment will be returned.

Cancellation occurring after 19th August, 2015: 25% of payment will be returned.

How do I apply and reserve my place?

PLEASE COMPLETE THE ACCOMPANYING APPLICATION FORM AND RETURN TO:

Ms. Milda Autukaite / E: grupiusantykiai@gmail.com

T: +370 5 2667610 / mob: +370 682 14307

Closing Date for Applications: Friday, 17th July 2015.



Other Administrative Details

Meals: Refreshments will be served morning and afternoon. Meals will not be provided by the programme.

Attendance: As the programme constitutes an integrated whole and its events are all inter-related, participation in all the sessions of the programme is essential. If you know in advance that you will be unable to attend all the events in the programme, we suggest you defer your application to next year.

Certificate: Participants will be issued with a certificate of professional development by Vilnius University.

The Tavistock Institute of Human Relations

The **Tavistock Institute of Human Relations** is a not-for-profit organisational consultancy, research and professional development organisation which apply social science to contemporary issues and problems.

History

The Tavistock Institute of Human Relations was formally founded as a not-for-profit company and registered charity in September 1947 although its work had started at least a decade previously, as part of the Tavistock Clinic. The Tavistock Institute and Clinic, which consisted of a multi-disciplinary group of psychiatrists and social scientists (social psychologists, sociologists and anthropologists) introduced and developed significant and innovative practices to deal with post-war problems including the setting up of transitional communities designed to help re-adaptation to civilian life and the invention of the therapeutic community for psychiatric patients in a military hospital (Miller, 1999).

Currently

The Institute's work today, under the direction of Dr Eliat Aram, is consistent with its original aims. Action research is still a central approach and management of change an almost universal theme. Its approach to organisational consultancy and development reflects its social science tradition. This takes the professional staff of the Institute into a wide range of issues and organisations, nationally and internationally: for example, policy-related research for government departments and local authorities; development in industry and commerce of new forms of work organisation consistent with new technologies; re-alignment of strategy, structure and culture in institutions for higher education, health and social care services and voluntary bodies; support for partnerships; organisational start-ups; development and evaluation of experimental programmes and many others.

The Institute's work with organisations feeds and is fed by the Institute's professional development programmes which taken together form integrated learning pathways for leaders, managers, social scientists and organisational consultants.



University of Vilnius, Department of Social Work

Vilnius University was the first institution in Lithuania (1992) to develop social work study programmes which took its place alongside other study programmes in the social sciences. The VU Social Work Department offers four study programs: bachelor and master programmes of social work and social policy and 13 programs for continued professional development (CPD).

In 2014, the External Experts' Committee concluded that the social work study programmes of Vilnius University represent professional social work training at a good European level. The Department puts strong emphasis on the scientific research knowledge and development of broad, transferable skills and it is oriented towards knowledge production. On the other hand, by placing a strong value on practice, the Department aims towards practice research by improving the connection of knowledge in social work practice and the scientific 'tools' for innovative social research and developments.

The Department has intense and functional international relations with European universities in the form of international projects in the frame of Erasmus+ and other programmes. It has 29 bilateral agreements with institutions of higher education for exchange of students and teachers; it is a partner of "REFLECT: reflection as core transferable competence in higher education and adult education", and networks of research and doctoral studies; and member of European Association of Schools of Social Work. The Department has developed strong partnership with Tavistock Institute of Human Relations and within the partnership group relations conferences are organized at the University annually since 2010. International cooperation creates and provides opportunities equally for teachers and students to broaden understandings, enrich learning experiences and develop personal and professional competencies.