

Lithuanian Group Relations Society,
Vilnius University & the Tavistock Institute of human relations



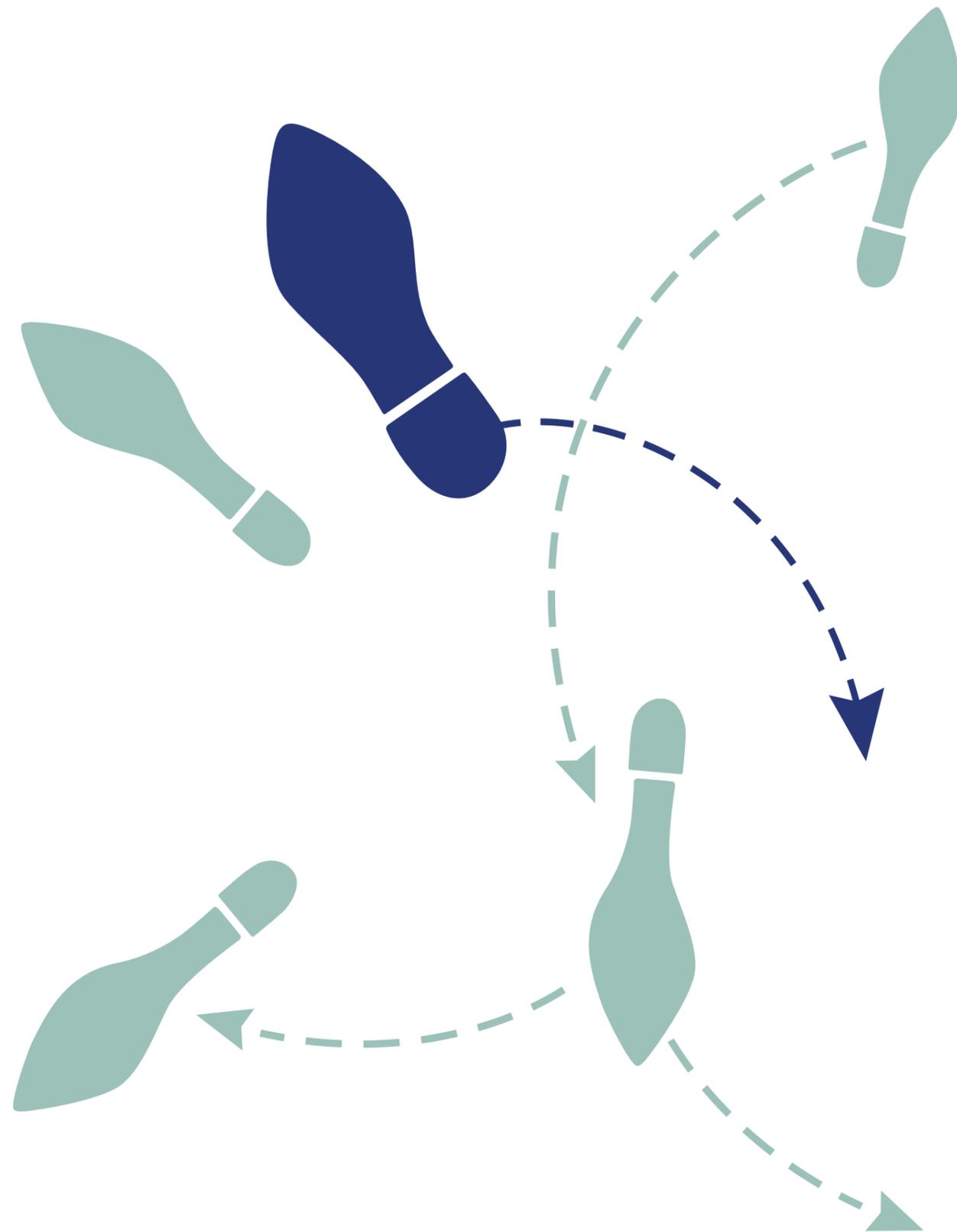
invite you to attend

**The 10th International Group Relations
Conference in Lithuania**

THE DANCE OF LEADERS AND FOLLOWERS: giving and taking authority in role

23rd – 27th August 2019

A working conference based on Tavistock
experiential learning methodology



The theme

The world is changing in ways that make it harder for leaders to exercise the vision and leadership capacity that can inspire followers. The traditional masculine hierarchical model of authority is being questioned. The internet and social media give rise to greater individualism and the capacity to mobilize others using horizontal rather than vertical authority – “sibling” authority rather than “parental” authority. The historical legacy of authoritarian regimes in post-Soviet Eastern Europe societies is that of authority being commonly perceived as top-down, oppressive, and requiring from followers a response of resistance or sabotage, rather than cooperation. In established Western democracies understanding and definitions of leadership and followership seem to be at stake.

There can be no leadership without followers and no followers without leadership. They are interdependent roles. But, is the power of followers only to be found in resisting (powerful officials and governments), abandoning (organizations, families), or sabotaging (not performing one’s job)? Moreover, how do we operate when the roles of leadership and followership are not clearly defined? In groups where authority is decentralized, roles of leadership and followership may be fluid and shifting. In layered organizations persons in middle management have to take on the roles of both leaders and follower.

So, how do we dance? How does the follower embrace the leader? How does the leader lead the follower? This conference invites you to explore the inter-related authority of leaders and followers and the changing nature of leadership today.

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 how to:

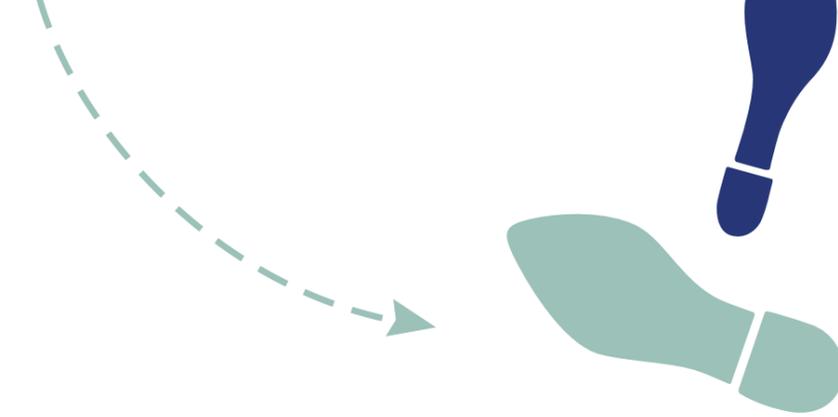
- ▶ manage yourself in the multiple roles necessary to successfully perform in contemporary organisations where greater inter-personal and inter-organisational dialogue and cooperation is called for;
- ▶ find and take up authority. Taking up authority involves risk, and putting one's authority into action involves recognizing not only one's responsibility, but also one's accountability to another, or a group of others;
- ▶ raise a new generation of skilful leaders and followers who will develop vision and foster creativity in changing organisational and social worlds;
- ▶ 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 help you:

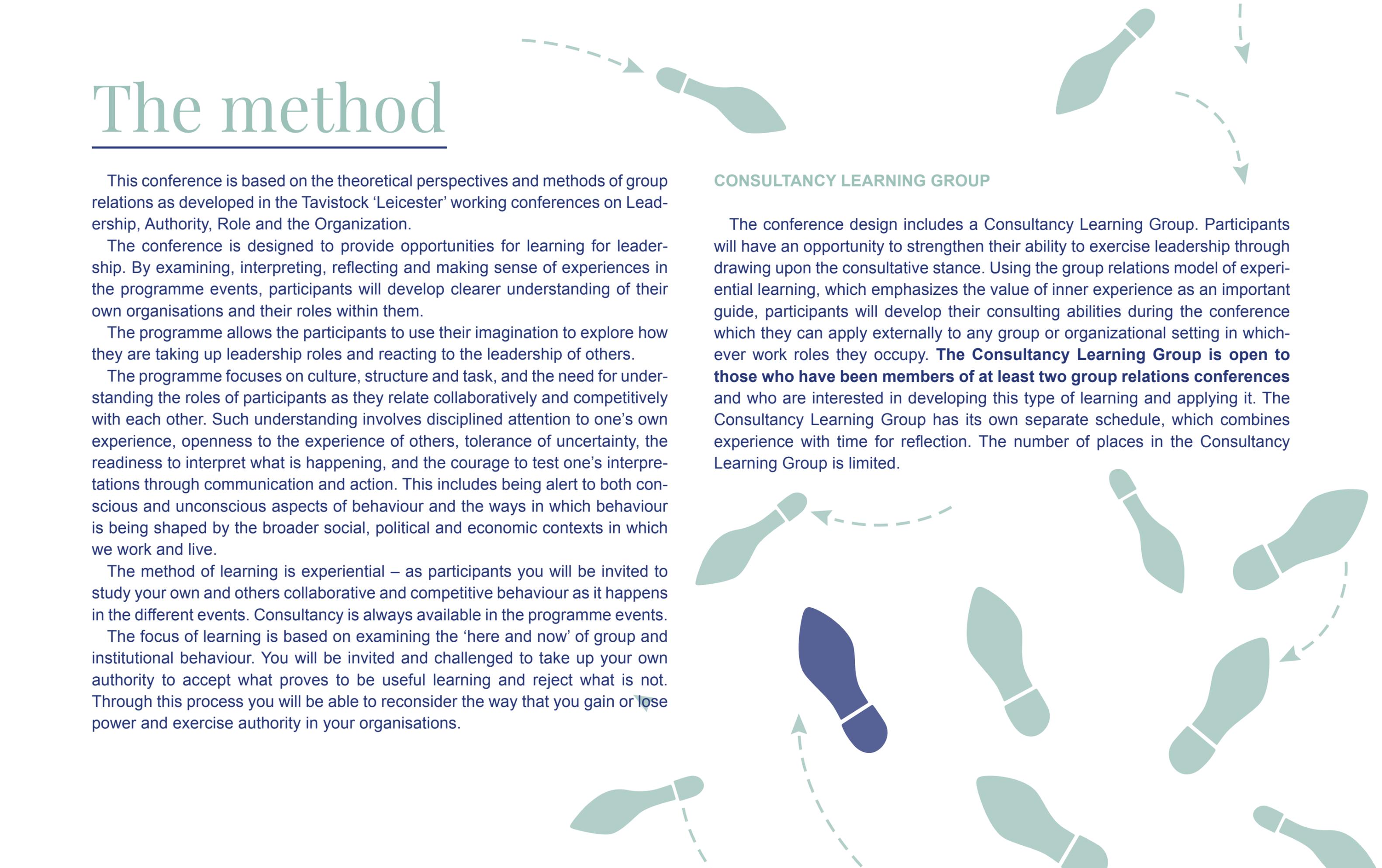
- ▶ bring together understanding of both the conscious and the unconscious, hidden motivations and resistances of work and social groups as they engage collaboratively and competitively with one another;
- ▶ become more effective in working with the underlying dynamics within and between organisations, communities and wider society;
- ▶ apply the roles discovered and 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 the nature of leadership and followership, and how to exercise authority in these and other roles as they develop through the interpersonal, intergroup and organizational relations within the conference itself, as a temporary institution that reflects the complex dynamics found in the larger wider world.



The method



This conference is based on the theoretical perspectives and methods of group relations as developed in the Tavistock 'Leicester' working conferences on Leadership, Authority, Role and the Organization.

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 clearer understanding of their own organisations and their roles within them.

The programme allows the participants to use their imagination to explore how they are taking up leadership roles and reacting to the leadership of others.

The programme focuses on culture, structure and task, and the need for understanding the roles of participants as they relate collaboratively and competitively with each other. Such understanding involves disciplined attention to one's own experience, openness to the experience of others, tolerance of uncertainty, 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 the ways in which behaviour is being 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 to be 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 authority in your organisations.

CONSULTANCY LEARNING GROUP

The conference design includes a Consultancy Learning Group. Participants will have an opportunity to strengthen their ability to exercise leadership through drawing upon the consultative stance. Using the group relations model of experiential learning, which emphasizes the value of inner experience as an important guide, participants will develop their consulting abilities during the conference which they can apply externally to any group or organizational setting in whichever work roles they occupy. **The Consultancy Learning Group is open to those who have been members of at least two group relations conferences** and who are interested in developing this type of learning and applying it. The Consultancy Learning Group has its own separate schedule, which combines experience with time for reflection. The number of places in the Consultancy Learning Group is limited.

Conference Staff



DIRECTOR:

Jolita Buzaitytė-Kašalynienė, Ph.D, Associate professor of Sociology and Social Work Institute, Vilnius University. Independent Expert of the Youth Department at Ministry of Social Security and Labour. Member of Lithuanian Sociologists Society and Lithuanian Scouting Association; Representative, Vydūnas Youth Foundation; Co-founder and President, Lithuanian Group Relations Society. Based In Vilnius, Lithuania.

ASSOCIATE DIRECTOR:

Olya Khaleelee, M.A. Corporate Psychologist, Pintab Associates Ltd; Professional Partner, The Tavistock Institute of Human Relations; Organisational Consultant; Past Director of OPUS: an Organisation for Promoting Understanding in Society. Based in London, United Kingdom.

DIRECTOR OF CONSULTANCY LEARNING GROUP:

Richard Morgan-Jones, B.A. (Cantab.) Organizational Consultant, Director of Work Force Health: Consulting and Research. Supervising and Training Psychoanalytic Psychotherapist with British Psychotherapy Foundation, Member of British Psychoanalytic Council (BPC). Elected Board member of International Society for Psychoanalytic Society of Organizations (ISPSO). Mentor of the AK Rice Institute (USA) and member of the Organization for Promoting the Understanding of Society (OPUS). Visiting faculty at the Indian Institute of Management, Ahmedabad, India and the Higher Education College Moscow, Russia. Associate consultant Work Lab, New York. Based in Eastbourne, United Kingdom.

ADMINISTRATORS:

Kasparas Laureckis, MA, Social Work. Social worker and head of the social streetwork program at NGO Vilnius social club. Consultant and trainer, Agency of International Youth Cooperation. Member, Lithuanian Association of Non-formal Education. Based In Vilnius, Lithuania.

Vilma Ferrari, MA of Education Management, Pedagogy in Information and Communication Technology and Environment Protection Engineering. Director and Project Manager at the Institute of Mobile Technologies for Education and Culture. Expert of the Press, Radio and TV Support Fund, the Agency of International Youth Cooperation, and the Education Exchanges Support Foundation. Member of Lithuanian Group Relations Society. Based In Vilnius, Lithuania.

CONSULTANT STAFF WILL BE DRAWN FROM THE FOLLOWING:

Markus G. Feil, Dr. biol. hum.; Psychoanalyst, German Psychoanalytic Society; Psychotherapist, systemic-psychodynamic business Coach. Director of a Forensic Outpatient Service for Violent and Sexual Offenders. Freelance Consultant in the Psychosocial not for profit, Forensic, Mental Health and Economic sector. Member of Lithuanian Group Relations Society. Based in Munich, Germany.

Franca Fubini, psychoanalytic psychotherapist, organizational consultant and group analyst; works in the private as well as in the public sector. Senior Fellow of University College, London. Former Chair of the Gordon Lawrence Foundation; Vice Chair of Il Nodo Group. Member of OPUS and of ISPSO. Based in Torino, Italy.

Marcel de Groen, BA, Theatre in education, counselling, Utrecht University; Coaching and consulting in context; Independent psychodynamic coach and consultant specializing in working with individuals and organizations in art and education. Chair Alumni Association Coaching and Consulting in Context. Core Staff member executive program Coaching and Consulting in Context, Utrecht University. Based in Arnhem, Netherlands.

Rūta Gustainienė, MA, Psychotherapy and Counselling; practicing psychologist in social integration projects. Practitioner Certificate in Consultancy and Change at the Tavistock Institute, consultant in change projects. Co-founder and co-director of independent school “Guliverio Akademija”. Member of Lithuanian Psychological Association (LPS). Co-founder and member of Lithuanian Group Relations Society. Lithuania.

Miki Rozenstine, M.A., Clinical psychologist and Organizational Consultant. Manager-partner Mifgash-Individual, Team and Organisational Development. Co-Director and Faculty Member of the Program in Organisational Consultation and Development: A Psychoanalytic-Systemic Approach, sponsored by Tavistock institute. Former Commander of the school for Leadership Development – IDF. Member of OFEK. Based in Tel-Aviv, Israel.

Participants will be working with a staff group that is invited by the Conference Director on behalf of the sponsoring organisations of the Conference.

The Conference Director, Associate Director and Director of Consultancy Learning Group, in addition to their consultancy roles, with the Conference Administrators, constitute the Conference Directorate.

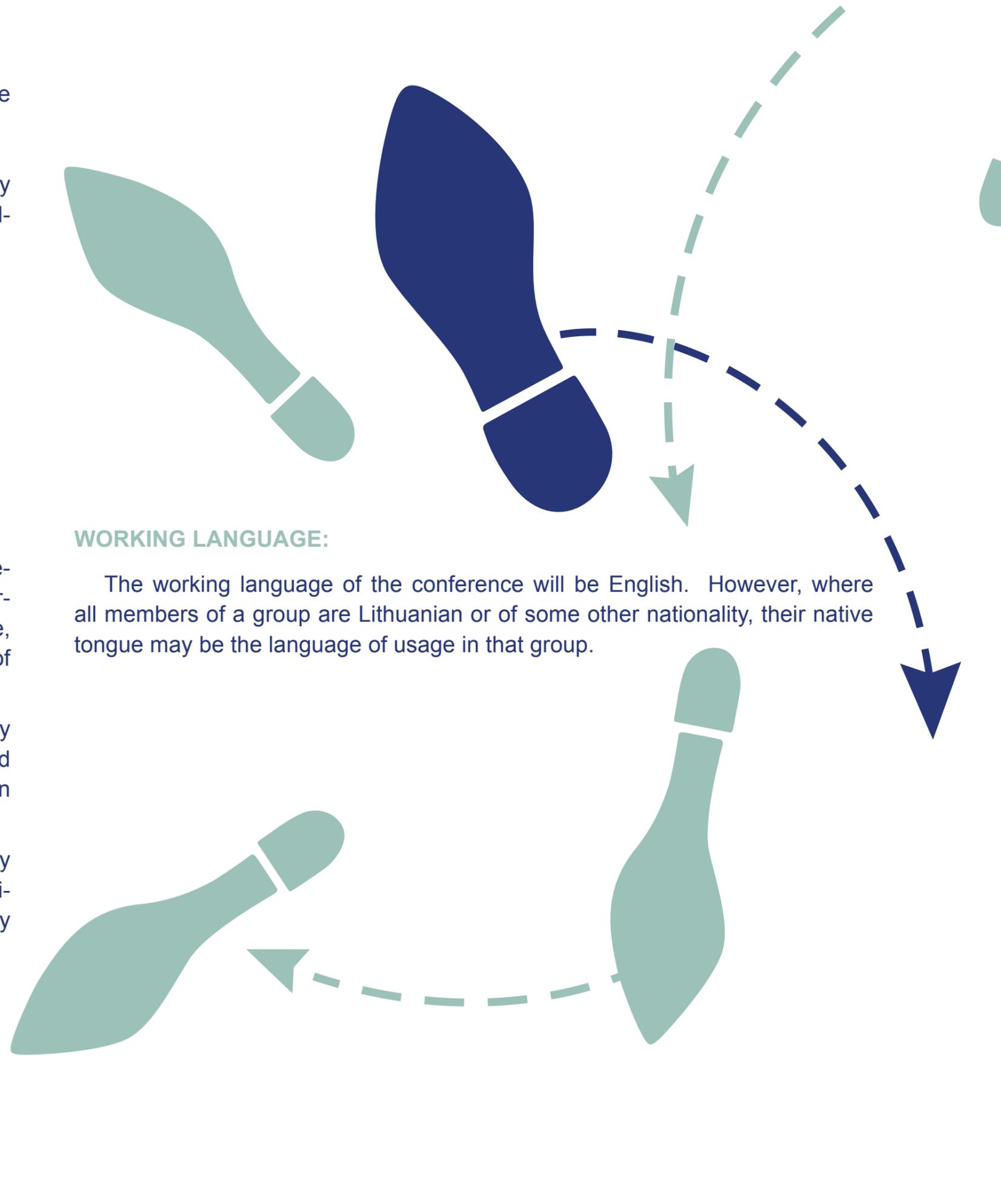
The Role of Staff

STAFF HAVE SPECIFIC ROLES IN THE CONFERENCE:

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 Conference, the members and staff themselves, can engage with the primary task of the Conference.
2. They work in their consultancy roles to the various events, informed by their own experiences of the events and the primary task of the event and the Conference overall. The staff will offer working hypotheses based on their understanding of what is happening.
3. Staff members are not only observers of the process but can be actively involved in it. It is important, therefore, for staff to be as explicit as possible about their task and roles throughout the Conference. The way they take up these roles is always open to examination.

WORKING LANGUAGE:

The working language of the conference will be English. However, where all members of a group are Lithuanian or of some other nationality, their native tongue may be the language of usage in that group.



When is the Conference? Where? How much?

TIME:

The conference will begin at **09.00 on Friday, 23rd** and end at **17.00 on Tuesday 27th August 2019**.

PLACE:

The conference will be held at Vilnius University, Faculty of Philosophy, Universiteto st. 9, Vilnius.

FEES:

The conference fee is **580 EUR**.

Additional fee for participation in Consultancy Learning Group is **80 EUR**.

DISCOUNTS:

- (i) There is a reduced fee of **400 EUR** for public and NGO sector workers in Lithuania.
- (ii) In addition, there is an early bird discount of **80 EUR** for all applications received before 3rd June, 2019.
A limited number of partial bursaries will be available.
- (iii) To apply for a bursary, please complete the Registration Form and send a request with a short description of the relevant background before 3rd June, 2019.

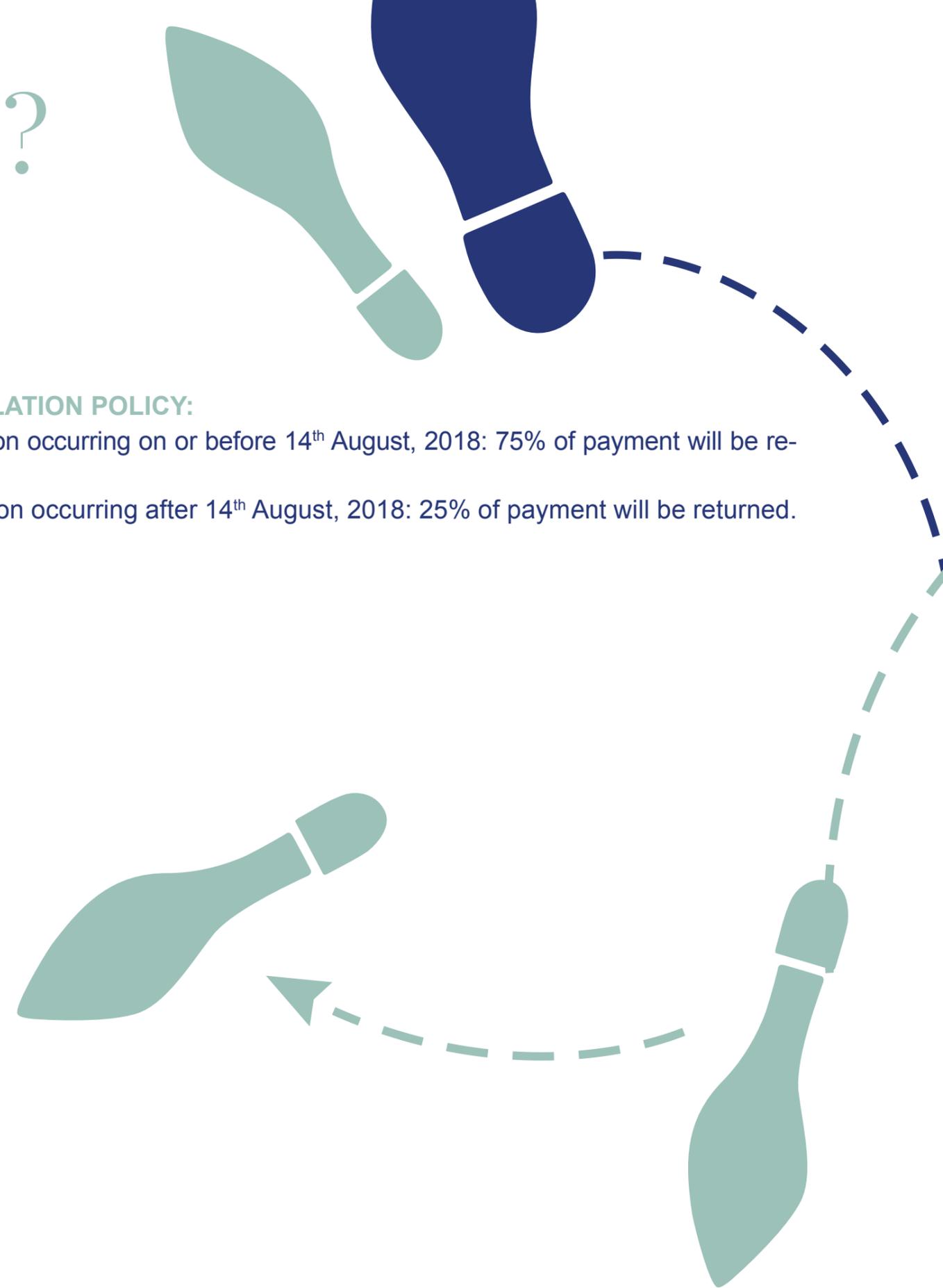
Early booking is advised as the number of places is limited and not guaranteed.

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 14th August, 2018: 75% of payment will be returned.

Cancellation occurring after 14th August, 2018: 25% of payment will be returned.



How do I apply and reserve my place?

To register for the conference, please click on the **REGISTRATION FORM** and fill out the online form.

Registration will take effect once payment has been made.

Participation in the Consultancy Learning Group will be confirmed by the Conference Directorate on the basis of the experience and motivation of the applicant.

For further details or if you have any questions please contact the conference administrators, Kasparas Laureckis and Vilma Ferrari, at grupiusantykiai@gmail.com

CLOSING DATE FOR APPLICATIONS: Wednesday, 10th July 2019.

Other Administrative Details

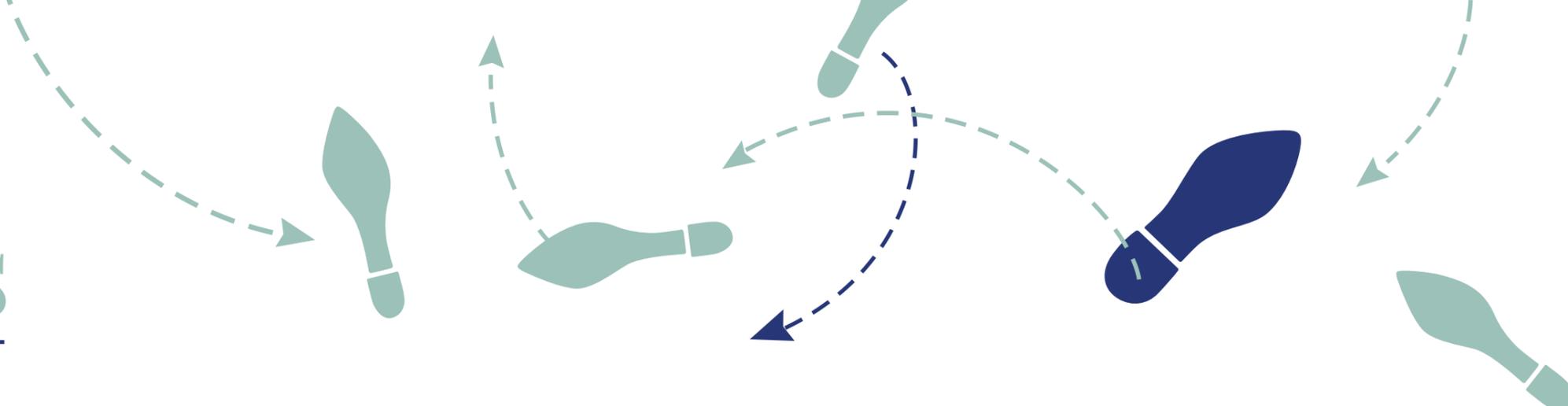
MEALS: Refreshments will be served morning and afternoon. Meals will not be provided by the conference.

ATTENDANCE: As the programme of the conference 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 conference, we suggest you defer your application to next year.

The conference is not residential and participants from other cities or countries should reserve their accommodation at hotels in the vicinity.

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

Sponsoring organisations



LITHUANIAN GROUP RELATIONS SOCIETY

The Lithuanian Group Relations Society, established in 2017, is an association whose mission is to develop experiential learning in groups, organizations and communities. The Society works with a group relations “learning from experience” methodology and from a psychodynamic systemic perspective. The Society strives to encourage a culture of open and reflective dialogue and fruitful collaboration between representatives of private, public, and non-governmental sectors for the purpose of enhancing leadership and empowering meaningful action.

THE TAVISTOCK INSTITUTE OF HUMAN RELATIONS

The Tavistock Institute of Human Relations, first registered as a charity in London in 1947, is a non-profit consultancy, research, and professional development organization dedicated to the application of social science to contemporary issues and problems. The Institute is engaged in evaluation and action research, organizational and change consultation, and executive coaching and professional development. All these activities are designed to support sustainable change and ongoing learning. The work of the Tavistock Institute, developed in many countries, is noted for its innovation and for working across boundaries in difficult situations. The Tavistock Institute combines research and analytical skills with practical help in devising solutions and following through to implementation. It is particularly known for its capacity to work with issues that are otherwise hidden, and sometimes unconscious. The Tavistock Institute has been a sponsoring organization of Vilnius Group Relations Conferences and Lithuanian Group Relations Society since their inception. Tavistock Website: www.tavinstitute.org

VILNIUS UNIVERSITY, FACULTY OF PHILOSOPHY

The Faculty of Philosophy at Vilnius University was founded in 1579 with the aim of furthering European cultural and scientific traditions of learning. While it is the oldest faculty at Vilnius University it remains open and modern. It offers a wide spectrum of degrees and research in humanities and social sciences including philosophy, education, criminology, psychology, social work, social policy, sociology, and teacher training. With their research, creative effort, and teaching the faculty lecturers and researchers strive to provide a broad humanitarian and social education, build professional competencies, and develop creative, daring, free, and responsible people. The Faculty of Philosophy at Vilnius University have sponsored all eight Vilnius Group Relations Conferences since 2010. Website: <http://www.fsf.vu.lt/en/>

It is important to note that while experiential learning such as that available in this conference can be enriching, it can also be stressful at times. Therefore, individuals who are ill or experiencing a period of significant personal difficulty may wish to postpone attendance at this time.

