

LITHUANIAN GROUP RELATIONS SOCIETY, VILNIUS UNIVERSITY
& THE TAVISTOCK INSTITUTE OF HUMAN RELATIONS



THE
TAVISTOCK
INSTITUTE®

invite you to attend

The 11th International Group Relations Conference in Lithuania

19th – 23rd August 2022

TRUST IN LEADERSHIP AND AUTHORITY: CLAIMING A VOICE IN A FRAGMENTING WORLD

A working face to face conference based on the Tavistock experiential learning methodology



The conference directorate designed this conference before the war in Ukraine broke out in February 2022. This left us wondering whether we should continue to publicise the conference whilst Ukraine is being bombed and Ukrainian citizens slaughtered. On the one hand it feels almost inappropriate to go on with 'life as usual' so to speak when so many are being made homeless and stateless.

On the other hand, never has there been more need to come together to explore the conference theme of **TRUST IN LEADERSHIP AND AUTHORITY: CLAIMING A VOICE IN A FRAGMENTING WORLD** and how this applies to groups, organisations, and our societies.

WHO IS THIS PROGRAMME FOR?

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

WHAT WILL YOU GAIN FROM 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 an-other, or a group of others.
- support a new generation of skilful leaders and managers 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 the 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 ...

explore the **conscious and unconscious nature of leadership and followership**, and the exercise of authority in these and other roles as they develop through the interpersonal, inter-group and organisational relations within the conference, as a temporary institution that reflects complex global dynamics.

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 understandings of their own organisations and their roles within them.

The programme offers the participants opportunities 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**, readiness to **interpret** what is happening, and 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 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 (CLG). Participants of the CLG will have an opportunity to strengthen their ability to exercise their authority 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. The aim is to help participants to apply their learning in their external roles to relevant groups and organizational settings. The CLG is not intended primarily as training to take up roles in group relations conferences, but as an opportunity to experience the group relations model in different perspectives, by taking up consultative roles. **The CLG is open to those who have been members of at least two group relations conferences** and are interested in developing this type of learning and applying it to their professional life. The consultancy learning group has its own separate timetable, which combines experience with time for reflection. **The number of places in the CLG is limited.**

CONFERENCE STAFF

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, together with the Conference Administrators, constitute the **Conference Directorate**:

DIRECTOR:

Jolita Buzaitytė-Kašalynienė, PhD, Associate professor of Sociology and Social Work Institute, Vilnius University. Co-founder and President, Lithuanian Group Relations Society. Associate of oezpa GmbH - Akademie & Consulting (Germany) and professional partner of Tavistock Institute of Human Relations. Member of Lithuanian Sociologists Society and Lithuanian Scouting Association. Representative, Vydūnas Youth Foundation (Chicago). Based in Vilnius, Lithuania.

ASSOCIATE DIRECTOR:

Moshe Bergstein, PhD, Social work, MSc, Chemistry and Life Sciences. Psychotherapist and training psychoanalyst in private practice. Teaches in various post-graduate psychotherapy programs and in the Israel Psychoanalytic Institute. Member, Israel Psychoanalytic Society, Jerusalem. Member, OFEK. Based in Ramat-Hasharon, Israel.

DIRECTOR OF CONSULTANCY LEARNING GROUP:

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.

Administrators:

Agnė Mažvilaitė, MA, Executive Master in Management. Graduated from Vilnius University and from ISM University of Management and Economics. Has Executive Management experience in the fields of Business, NGO and Public sector. Member of Lithuanian Group Relations Society. Based in Vilnius, Lithuania.

Ieva Kriaučiuonienė, BS, Head of Human Resources with experience in the banking, IT and technology industries. Skilled in Talent Management, HR Consulting, Team Management, Employee Relations & Engagement. Graduated from Vilnius university. Member of Lithuanian Group Relations Society from 2017. Based in Vilnius, Lithuania.

CONSULTANT STAFF WILL BE DRAWN FROM THE FOLLOWING:

Raymond Bakaitis, Ph.D. President, the A. K. Rice Institute for the Study of Social Systems (AKRI). Member, Lithuanian Group Relations Society. Associate Clinical Professor, Retired, UCLA Department of Psychology. Past-President, Los Angeles County Psychological Association.

Markus G. Feil, Dr. biol. hum.; Psychoanalyst, German Psychoanalytic Society; Psychotherapist, Systems-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.

Pauline Holland, MPhil, MA; founder of Limen Associates, a leadership and organisation development consultancy, helping leaders and their teams navigate the anxiety and stress of transitions and transformations. She provides leadership coaching and executive team coaching, as well as reflective spaces for sensemaking with teams and groups in the midst of ongoing action and change. Based in UK.

Barbara Lagler Özdemir, MA, Coaching & Organizational Consulting; Managing Director, oezpa GmbH, Academy & Consulting Germany/Switzerland. Director and Staff member of international Group Relations Programs. Change Management Expert and Senior Coach (DBVC/IOBC); Cooperating Partner International Coach Federation (ICF) and DBVC (German Coaching Association) Germany/Switzerland.

Carlos Remotti-Breton, M.A., Organisational & Leadership Consultant, C3 + Partners; Strategic Leadership Module Lead, Durham Business School; Board Member of OPUS: an Organisation for Promoting Understanding in Society. Training Candidate British Psychoanalytic Association; Based in London, United Kingdom.

Iwona Soltysinska, Psychologist (MA, Jagiellonian University), OD Consultant (MA, Tavistock & Portman NHS Foundation Trust), psychodynamic therapist (KCP) and certified coach (PCC, ICF), member of Hanna Segal Institute of Psychoanalytic Study, consultant to experiential groups and group relations conferences, Poland and abroad.

Martijn van der Spek, MA. General Social Sciences, BSc. Health Psychology; assistant professor, senior organisational consultant, program leader executive program Inside Dynamics in Organisations. Theory and Practice of Working with Hidden Processes in Organisations at Utrecht University School of Governance, Netherlands; international Group Relations practitioner; professional partnership with Tavistock Institute of Human Relations, UK; associate consultant Tavistock Consulting; UK; member International Society for the Psychoanalytic Study of Organisations (ISPSO). Based in the Netherlands.

Consultants in training:

Jurgita Gaukštė, MSc Business Management, Organisational consultant working with leadership and culture. Lecturer at identity institute iGrow. Board Member of Lithuanian Group Relations Society. Alumna of postgraduate studies of organisational psychodynamics in Vilnius University, Institute of Clinical Medicine. Based in Vilnius, Lithuania.

Tomas Rakovas, MSc Clinical Psychology, organisational consultant and group psychotherapist in training. Organisational Development Partner at Girteka Logistics, responsible for corporate culture and leadership development programmes. Has experience in the fields of education policy, mental health promotion and NGO management. Currently, studies psychodynamic group psychotherapy at Vilnius University. Member of Lithuanian Group Relations Society. Based in Vilnius, Lithuania.

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, members and staff, 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 are 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 is **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, 19th and end at 17.00 on Tuesday 23rd August 2022.

PLACE:

The conference will be held at Vilnius University, Faculty of Philosophy, Universiteto st. 9/1, Vilnius.

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.

FEES:

The conference fee is **680 EUR**.
Additional fee for participation in the Consultancy Learning Group is **100 EUR**.

CANCELLATION POLICY:

Cancellation occurring on or before 5th August, 2022: 75% of payment will be returned.
Cancellation occurring after 5th August, 2022: 25% of payment will be returned.

DISCOUNTS:

(i)

There is a reduced fee of **480 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 **15th June, 2022**.

(iii)

A limited number of partial bursaries will be available. To apply for a bursary, please complete the Registration Form and send a request with a short description of the relevant background before 15th June, 2022.

HOW DO I APPLY AND RESERVE MY PLACE?

To register for the conference, please **CLICK** and fill out the online form. We will get in contact with you. Registration will take effect once payment has been made.

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

For further details or if you have any questions please contact the conference administrator, Ieva Kriauciūnienė, at grupiusantykiai@gmail.com

CLOSING DATE FOR APPLICATIONS:

Thursday, 5th August 2022.

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 highly recommended. 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.

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.

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.tavistock.org

VILNIUS UNIVERSITY, DEPARTMENT OF SOCIAL WORK AND SOCIAL WELFARE

Vilnius University houses one of the first schools of social work in Lithuania. The Department of Social Work began operating in 1992. It initiated the process of institutionalizing the profession of the social work which hadn't existed during the Soviet regime. In 2018 the Department of Social Work and Social Welfare was established to further define the mission and scope of the profession. The Department offers master and bachelor study programmes in social work and delivers in-service training.

Faculty take active roles in the discourse of social work as an academic discipline. These roles include researching the profession's field, practice, identity, and status. The Department organizes scientific events around social work leadership, social innovations, the ecology of social work, and other national and global issues. Faculty publish in the scientific journal STEPP. Faculty participate in the formation of social policies, consult as experts and evaluators of policy measures, and testify to the legal basis for social work.

<https://www.fsf.vu.lt/sociologijos-ir-socialinio-darbo-institutas/struktura/socialinio-darbo-ir-socialines-geroves-katedra>