

VILNIUS UNIVERSITY  
&  
THE TAVISTOCK INSTITUTE OF HUMAN RELATIONS

invite you to attend

## The 4th International Group Relations Conference in Lithuania with a *Progression Sub-conference*

**21st – 25th AUGUST 2013**

# MOTIVATION, RESISTANCE & CHANGE IN ORGANIZATIONS & COMMUNITIES

**A working conference based on Tavistock experiential learning  
methodology**

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

The programme allows the participants to explore **motivation and resistance to organisational change**, and in developing **collaborative relationships** in the group events in the programme.

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 your 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.

## Who is this Programme for?

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

## What will you be getting out of this Programme?

You will have opportunities to learn about how to:

- **manage yourselves 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
- understand and manage **motivation and resistance** to change in yourselves and others
- take up formal and informal **leadership and followership roles** as you explore group and institutional dynamics as they happen

The aims, in this programme, therefore, are to:

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

With these aims in mind, **THE PRIMARY TASK** of the conference is to ...

... **study motivation and resistance to change in 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 an organization in its context.**

## 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:

**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 Associate 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 (USA).

### Conference Administrator:

**Urtė Lina Orlova**, PhD student, Department of Social Work, Vilnius University.

### Conference Associate Administrator:

**Giedrius Možeiko**, Graduate, Organizational Psychology, Faculty of Philosophy, Vilnius University; Trainer, Soft Skills for Youth; Personal Growth Consultant; Trainer, European Federation of Psychology Students' Associations (EFPSA).

### Consultant Staff will be drawn from the following:

**Milda Autukaitė**, Masters, Organizational Psychology; Human Resource Management Consultant, HR Director, Swedbank, Lithuania.

**Tim Dartington, PhD.**, writer, researcher and group and organisational consultant; past staff and now Associate of the Tavistock Institute of Human Relations and visiting lecturer, Tavistock & Portman NHS Trust, London; Member, OPUS (Organisation for the Promotion of Understanding in Society) and ISPSO (International Society for Psychoanalytic Study of Organisations).

**Mart Huis in 't Veld, MA.**, Sociology; Organisational Consultant, Partner and Co-founder, VECU Organisatiebegeleiding, The Netherlands; Associate, Organization for Promoting Understanding of Society (OPUS); Associate, Group Relations Nederland; Member, Worknet International, France.

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

**Milena Stateva, PhD.**, Senior Researcher & Consultant, Tavistock Institute of Human Relations; Academic Teacher, leading UK and Bulgarian universities; Member, British Psychological Society, British Sociological Association, MENON (European Innovation Network); British Association for the Study & Prevention of Child Abuse and Neglect; European Network for Research in Conflict, Gender & Violence.

**Simi Talmi, MSW.**, Psychotherapist, Group Facilitator & Organizational Consultant; Co –Director, The Program in Organizational Consultation and Development: A Psychoanalytic – Systemic Approach, Israel; Member, Tel Aviv Institute for Contemporary Psychoanalysis; Member, Association for the Study of Group and Organizational Processes (OFEK).

## The Role of Staff

Staff has 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 Wednesday, 21st August 2013, and end at 16.15 on Sunday 25<sup>th</sup> August 2013.

**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 from the **public sector**, the fee is 1,100 Litas.
- (b) for participants from the **private sector**, the fee is 2,000 Litas.

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

### Discounts

- (i) **Early Bird Discount:** For applications received **before 4<sup>th</sup> July 2013**, there is an early-bird discount of 300 Litas.
- (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 19<sup>th</sup> August, 2013: 75% of payment will be returned.  
Cancellation occurring on or after 20th August, 2013: 25% of payment will be returned.

## How do I apply and reserve my place?

**Please complete the accompanying application form and return to:**

**Mr. Giedrius Možeiko**  
E: grupiusantykiai@gmail.com  
T: +370 61043896  
T: +370 68228208 (Jolita)

**Closing Date for Applications:** **Monday, 5th August 2013.**

## Other Administrative Details

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

**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 would discourage you from applying.

**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 applies 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 three study programs: a bachelor programme of social work; and two Masters programmes of social work and social policy and 13 programs for continued professional development (CPD).

In 2006, 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 Socrates Erasmus, Leonardo da Vinci and other programmes. It has 29 bilateral agreements with institutions of higher education for exchange of students and teachers; it is a partner of two intensive programmes, a partnership developing a European Master of Social Work Programme, and networks of research and doctoral studies. Recently, the Department initiated exchanges with non-academic institutions in the frame of the ERASMUS programme. International cooperation creates and provides opportunities equally for teachers and students to broaden understandings, enrich learning experiences and develop personal and professional competencies.