



THE
TAVISTOCK
INSTITUTE®

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

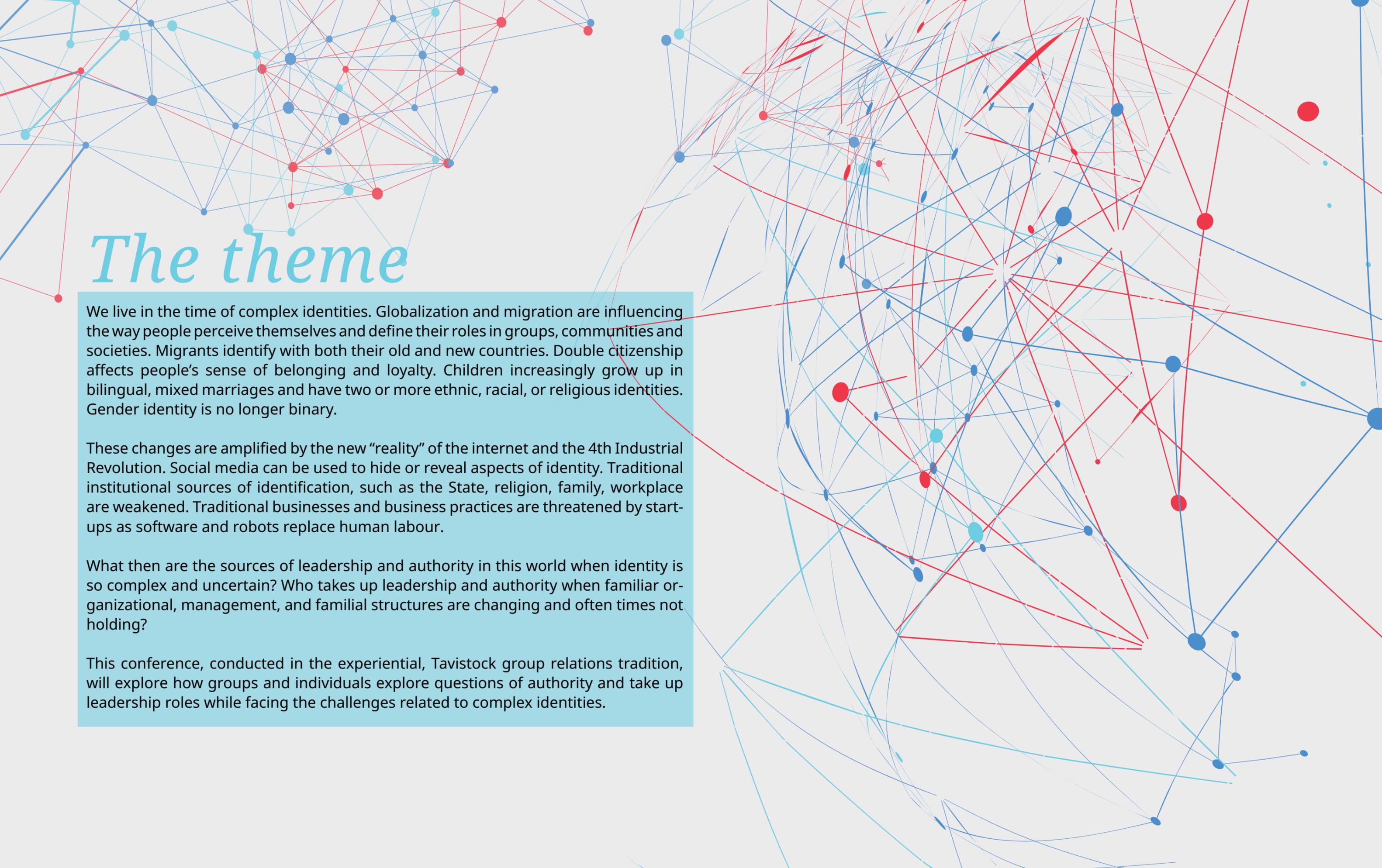
invite you to attend

**The 9th International Group Relations
Conference in Lithuania**

*LEADERSHIP AND
AUTHORITY IN THE
TIME OF COMPLEX
IDENTITIES*

*A working conference
based on Tavistock
experiential learning
methodology*

24th - 28th August 2018



The theme

We live in the time of complex identities. Globalization and migration are influencing the way people perceive themselves and define their roles in groups, communities and societies. Migrants identify with both their old and new countries. Double citizenship affects people's sense of belonging and loyalty. Children increasingly grow up in bilingual, mixed marriages and have two or more ethnic, racial, or religious identities. Gender identity is no longer binary.

These changes are amplified by the new "reality" of the internet and the 4th Industrial Revolution. Social media can be used to hide or reveal aspects of identity. Traditional institutional sources of identification, such as the State, religion, family, workplace are weakened. Traditional businesses and business practices are threatened by start-ups as software and robots replace human labour.

What then are the sources of leadership and authority in this world when identity is so complex and uncertain? Who takes up leadership and authority when familiar organizational, management, and familial structures are changing and often times not holding?

This conference, conducted in the experiential, Tavistock group relations tradition, will explore how groups and individuals explore questions of authority and take up leadership roles while facing the challenges related to complex identities.



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 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 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, the exercise of authority, and the taking up of roles that develop through the interpersonal, intergroup and organizational relations within the conference itself, as a temporary institution that reflects the complex identities found in the larger 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.

Small Study Group Consultancy Training

The conference design includes a small study group consultancy training track. 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 to any group or organizational setting in whatever work roles they occupy. The training group 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 professional life. The training group has its own separate schedule, which combines experience with time for reflection. The number of places in the training group 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 and Associate Director, in addition to their consultancy roles, with the Conference Administrators, constitute the **Conference Directorate**:

Director:

Jolita Buzaitytė-Kašalynienė, Ph.D, Associate professor of Social Work, Vilnius University. Advisor, Ministry of Education and Science and the Youth Department, Ministry of Social Security and Labour; Lithuanian Sociologists Society and Lithuanian Scouting Association; Representative, Vydūnas Youth Foundation; President, Lithuanian Group Relations Society.

Associate Director:

Raymond Bakaitis, Ph.D., Psychologist in Independent Practice, Los Angeles; President, Grex, the West Coast Affiliate of the A. K. Rice Institute for the Study of Social Systems; Past-President, Los Angeles County Psychological Association.

Administrators:

Laimutė Laukevičienė, MA, Law. Sales area manager, Swedbank Lithuania. Member, Lithuanian Group Relations Society.

Kasparas Laureckis, BA, Social Work, MA, Social Work in a process. Social street worker at NGO Vilnius social club. Consultant and trainer, Agency of International Youth Cooperation. Member, National Board of Social work. Member, Lithuanian Association of Non-formal Education.

Consultant Staff will be drawn from the following:

Franca Fubini, psychoanalytic psychotherapist, organizational consultant and group analyst in private practice. Senior Fellow of University College, London. Chair of the Gordon Lawrence Foundation and Vice Chair of Il Nodo Group. Member of OPUS and of ISPSO.

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.

Björn Josefsson, M.S Licensed Organizational Psychologist, Psychotherapist and Group Analyst, Private Consultation Praksis, Proforum AB; Former Teacher, IGA, Norway; Board Member of AGSLO, Sweden.

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.

Erika Speičytė-Ruschhoff, MA, Social Work and Social Pedagogy; MA, Consulting and Leading in Organizations. Gestalt psychotherapist. Individual, group and organizational consultant, specializing in social work, health and care areas in private practice. Lecturer in social work, Vilnius University. Associate member, the Therapeutic Community for Dependences at Caritas Vilnius. Co-founder, Lithuanian Group Relations Society.

Mike Teplitz, Ph.D, Psychologist, Director Psychological Services of Upper Galilee; Co-director Psychodynamic Psychotherapy Program at Safad College; Board member OFEK; Member Israeli Society of Psychoanalytic Psychotherapy; Consultation, psychotherapy and supervision in private practice.

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.

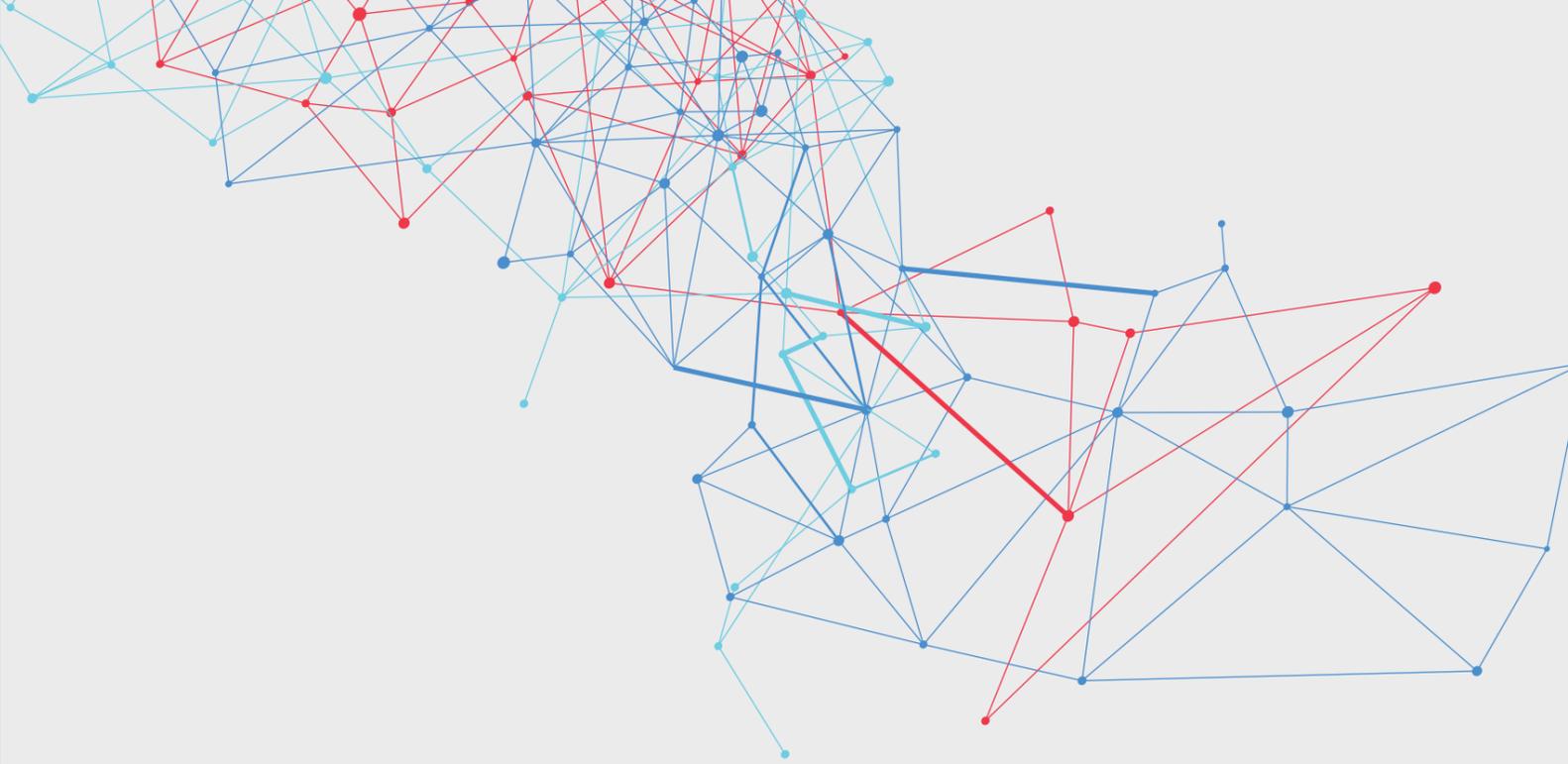
Working Language: The working language of the conference will be **English**. However, where all the members of a group are Lithuanian, Lithuanian may be the language of usage in that group.

When is the Conference? Where? How much?

Time: The conference will begin at 09.00 on Friday, 24th and end at 17.00 on Tuesday 28th August 2018.

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

All members will be invited to post-conference review and application groups. The task for these groups will be to extend the learning achieved during the conference and to discuss the applicability of the learning in their outside lives.



Fees: The conference fee is 580 EUR.
Additional fee for participation in Small Study Group Consultancy Training Group is 60 EUR.

Discounts:

- (i) There is a reduced fee of 380 EUR for public and NGO sector's workers in Lithuania.
- (ii) In addition there, is an early bird discount of 80 EUR for all applications received before 3rd June, 2018.
- (iii) A limited number of partial bursaries will be available. To apply for a bursary, please fill the Registration Form and send a request with a short description of the relevant background before 3rd June, 2018.

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 Small Study Group Consultancy Training 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 Laimutė Laukevičienė, at grupiusantykiai@gmail.com

Closing Date for Applications: Tuesday, 10th July 2018.

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. There is possibility to book a room in The **Vilnius University Apartments** (Čiurlionio st. 1) which are 10-15 min walk from the Conference venue, 22-30 EUR per night in single room. Please ask administrators for the details and contacts.

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.