

WORKING WITH AUTHORITY AND POWER IN ORGANIZATIONAL SYSTEMS: AN ONLINE GROUP RELATIONS CONFERENCE IN THE TAVISTOCK TRADITION

SEPTEMBER 19 - NOVEMBER 18, 2006



ORGDYNE TRAINING AND CONSULTING
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Sponsored by:

- Chicago Center for the Study of Groups and Organizations (CCSGO) (www.ccsgo.org)
- Indian Society for Applied Behavioral Science (ISABS) (www.isabs.org)
- InnovAccion, Lima, Peru (www.innovaccion-grupo.com)
- Matris, Liege, Belgium
- ORGDYNE Training and Consulting (www.orgdyne.com)
- Workingsobriety.com, Inc. (www.workingsobriety.com)

Conference Director:
Jeffrey D. Roth, M.D., FASAM, FAGPA

www.onlinegrouprelations.com

An experiential conference in the Tavistock tradition offering a unique opportunity to study group and organizational processes.

STRUCTURE & METHOD

This Conference is designed for individuals who wish to study the exercise of authority in groups and understand more about their own reactions to exercising and encountering authority.

The Conference is organized as a sequence of group and inter-group interactions.

Events include experiences in:

Small Group—examines the life of an eight to twelve member group as it unfolds. One or two consultants assist the group with the task.

Large Group—consists of all Conference members with a team of consultants and meets to study its own behavior in the here-and-now. This mirrors the processes and dynamics of larger social systems as they struggle with the problems of formation, transition, and rapid change.

Institutional Event—members form their own groups to interact with other member groups and with staff. In working on this task, members encounter problems organizing groups, assigning and taking up roles and delegating power and authority.

Role Analysis Group— consists of five to ten members with one or more consultants; provides opportunities for members to further reflect on their experiences and roles in the different Conference events and relate them to their work roles in community and institutional settings.



RATIONALE & AIMS:

LEARNING FROM EXPERIENCE

Effective leadership and the meaningful exercise of authority require more than intellectual and technical understanding. The Group Relations model in the Tavistock tradition provides a well-defined context within which to examine group-level forces and dynamics as they occur in the here-and-now. As people work in groups and organizational systems, their participation takes on many different meanings—influencing thoughts, feelings, and action. The confluence of individual meanings powerfully affects the identities, roles, and authority we take on in groups, schools, organizations, institutions, communities, and society.

Members of a group relations conference have the opportunity to directly experience:

- How people join and engage in group work, delegate and resist authority, and develop roles and reputations.
- How people contribute to and obstruct getting the group's work accomplished.
- How members of a group exercise authority, power and influence in meaningful and appropriate ways—both as leaders and as followers.
- Group collusion in the creation and enabling of maladaptive roles.
- Group support for recovery from these maladaptive roles.

In applying the learning from group relations conferences, having two or more people from the same organization attend the Conference together is often useful. The fee structure is designed to encourage this.

SCHEDULE OF EVENTS

All events, unless otherwise listed*, are asynchronous and accessible via the Internet anytime of the day or night, until Midnight (GMT) of the date specified.

September 19-24	Small Group 1
September 25-30	Large Group 1
October 1-3	Small Group 2
October 4-6	Large Group 2
October 7-9	Small Group 3
October 10-12	Large Group 3
October 13-18	Role Analysis Group 1
October 19-21	Institutional Event Plenary
October 22-November 2	Institutional Event
November 3-5	Small Group 4
November 6-8	Large Group 4
November 9-11	Role Analysis Group 2
November 12-14	Plenary Conference Review
November 15-17	Role Analysis Group 3
*November 18 (22:00 - 24:00 GMT)	LIVE Post-conference Review

REGISTRATION

Membership and Fees: Enrollment is limited to 48 members, therefore early registration is advised. The Conference is offered at a reduced fee for members of sponsoring institutions and/or groups of three or more members from the same institution. However, only one of the discounts may be applied, not both combined.

Payment of Fees: Registration fee for the Conference must be paid in full, unless partial scholarship assistance is being requested. All registrations and payments are to be completed on our secure server at: <http://www.orgdyne.com/contact.html> (click on the "Buy Now" button to complete the transaction). Wire transfers attract a bank fee and will need to be absorbed by the member. Indian residents who cannot pay in U.S. Dollars, may remit the fee in INR to our New Delhi office. Contact us at orgdyne@aol.com for further information.

CEU Credits: No CEU credits are offered for this conference.

Partial Scholarships: Partial scholarships are available based on financial need and on a first come, first serve basis. Preference for these scholarships will be given to members from developing countries. Applicants for scholarship should send the Conference Registration

Information via email to orgdyne@aol.com, along with a letter explaining the reasons for the scholarship request. All scholarship requests must be received on or before August 22, 2006.

Withdrawals and Cancellations: There is a \$50.00 cancellation fee for all withdrawals. No refunds are available for cancellation requests received after September 12, 2006.

Reference Letter: Experiential learning can sometimes be stressful. Therefore, individuals who are ill or experiencing a period of significant personal difficulty should forego attendance at this time. In addition to the completed Conference Registration Form, each applicant must provide a letter of reference from someone who can vouch for his or her capacity to participate in an intensive learning experience. The applicant is responsible for seeing that this letter is submitted to orgdyne@aol.com before September 12, 2006.

AUTHORITY FOR THE CONFERENCE

The authority for the conference is derived from the Chicago Center for the Study of Groups and Organizations (CCSGO). The principles and methods of this Conference originated at the Center for Applied Social Research, Tavistock Institute of Human Relations, London, England under the leadership of the late A.K. Rice. The Washington School of Psychiatry and the Department of Psychiatry of Yale University Medical School introduced conferences using these principles and methods to the United States in 1965. The Chicago Center for the Study of Groups and Organizations was founded in 1989.

The Group Relations Conference is an educational event whose primary task is to provide opportunities to study the exercise of authority through interpersonal, intergroup, and institutional relations that develop within the Conference itself as a temporary educational social system.

PAYMENT OPTIONS

EARLY REGISTRATION FEE = \$550 if paid by August 22, 2006

REGULAR REGISTRATION FEE = \$650 to be paid in full by September, 12, 2006

- Students and members of the sponsoring institutions may register for a reduced fee of \$500.00 if paid by August 22, 2006 and \$600.00 after that date.
- Three or more members registering from the same organization will be entitled to a \$50.00 discount each, unless they are already receiving other discounts.

CONFERENCE REGISTRATION

All applicants are required to submit the following registration information in addition to paying the registration fee on our secure server:

- Name and Title
- Preferred email address
- Home/Work Phone #
- Occupation
- Gender/Race/Ethnicity
- Sponsoring institution
- Members of the conference with whom you are closely affiliated
- Previous AKRI/Tavistock Conference experience

Applicants may submit their registration information online at www.onlinegrouprelations.com or via e-mail to orgdyne@aol.com.

REGISTER AND PAY ONLINE AT:

www.onlinegrouprelations.com

CONFERENCES STAFF ROLES

- Act collectively as management
- Take responsibility and authority to provide the boundary conditions to engage in the primary task of the Conference
- Take up specific directorial, administrative, and consultant roles
- Offer interpretations and working hypotheses about what is happening
- Contribute in whatever ways they believe will advance the work.

The way staff exercise their authority and roles is explicitly available for study by Conference participants.

CONFERENCE STAFF

Director:

Jeffrey D. Roth, M.D., FAGPA, FASAM - Lecturer, Psychiatry, University of Chicago Medical Center; Adjunct Faculty, Chicago School of Professional Psychology; Medical Director, Working Sobriety; Editor, Journal of Groups in Addiction and Recovery; Private Practice; President, CCSGO; Associate, AKRI.

Consulting Staff:

Ganesh Anantharaman, M.Phil, Political Science - Professional Member, Indian Society for Applied Behavioural Sciences (ISABS). Consultant, Organisations & Alternatives Pvt. Ltd, Bangalore, India.

Nerea Blanque Catalina - Group Pharmacy Manager Superdrug, UK; Member, IFSI.

Stan De Loach, Ph.D. - Mexican Institute of Group and Organizational Relations, Organizational Interventionist and Writer, Clinical Psychologist, Certified Diabetes Educator, México, Distrito Federal.

Robert M. Lipgar, Ph.D., ABPP - Clinical Professor of Psychiatry and Behavior Sciences, New York Medical College, Valhalla, NY; Fellow, A.K. Rice Institute for the Study of Social Systems; Founding Member, CCSGO-AKRI; Group and Organizational Consulting Practice, Hurley, NY.

Irith Raveh, M.A. - Clinical Psychologist; Organizational Consultant; Initiator & Chairperson, Israel Forum of Neuro-Psychoanalysis; Founder Member, International Society of Neuro-Psychoanalysis; Former Chairperson, Scientific Committee Israel Association of Psychotherapy.

Mónica Rocío Velarde Lazarte - Consultant, Praxis International, Paris, France; Member, International Forum for Social Innovation (IFSI), France; Edition Committee, IFSI Inter@ctions; Member, InnovAcción, Lima, Peru; Social and Organizational Psychologist, University of Lima, Peru.

Kimberley A. Turner, Ph.D. - Program Manager, D.C. Department of Health; Associate and President, Washington-Baltimore Center for the Study of Group Relations, an Affiliate of the A.K. Rice Institute for the Study of Social Systems.

Assistant Director of Administration:

Anil Behal, MSM, M.A., Ph.D. - Principal, ORGDYNE Training and Consulting; Founder and Administrator, ORGDYNE-Invision Power Board.

Administrative Staff:

Katherine M. Harding, M.A., LPC - Psy.D. Candidate, Illinois School of Professional Psychology at Argosy University; Intern, Ethan Allen School Correctional Facility, Wales, Wisconsin; Member, CCSGO; Affiliate, AKRI.

Ohad M. Hershkovitz, Psy.D., LCPC - Clinical Psychologist, Organizational Consultant, Israel; President, PsychCafe.Net.