

BELGIRATE IV

Exploring the Impact and Relevance of Group Relations Work within and beyond its Network

An International Conference

1-4 November 2012

**Hotel Villa Carlotta
Belgirate
Lago Maggiore, Italy**

CONFERENCE SPONSORS

The A. K. Rice Institute for the Study of Social Systems

**OFEK – The Israeli Association for the Study of
Group and Organizational Processes**

The Tavistock Institute of Human Relations

Background

The first international Belgirate Conference, *Group Relations Conferences: Reviewing and Exploring Theory, Design, Role-Taking and Application*, was held in 2003. This conference focused on developments in the field of group relations work since the first Leicester Group Relations Conference was held in 1957. The Leicester Conference has become the basic model for similar conferences held in many countries around the world, but over the years, these conferences have been influenced, both consciously and unconsciously, by developments in psychoanalytic theory and practice as well as by social, cultural, religious, spiritual and geographical influences. In addition, the essential principles of group relations conferences came to be applied in other contexts such as “theme conferences”, training programs in organizational consultancy, academic management training and organizational interventions.

Since 2003, the Belgirate conference has become something of a tradition, recurring every three years and building on the explorations of earlier conferences. Out of those conferences has emerged, and begun to be explored, the notion, and perhaps the entity, of an international network of group relations practitioners and group relations organizations. Those organizations and practitioners initiate, promote and carry out group relations conferences and their applications around the globe; at times they are mutually engaged, carrying out various activities as well as scientific explorations and writings. It is on the work of this network of practitioners and organizations, and on its relevance and impact, that Belgirate IV will focus. As before, the conference will combine both the traditional scientific mode of formal paper presentations, with discussion, and here-and-now exploratory and reflective events.

Belgirate IV is jointly sponsored by the Group Relations Programme of the Tavistock Institute of Human Relations; OFEK, Organization, Person, Group – the Israeli Association for the Study of Group and Organizational Processes; and the A. K. Rice Institute for the Study of Social Systems.

Primary Task

To provide opportunities to learn about, and explore, the impact and relevance of group relations work both within and beyond the group relations network.

Membership

This conference is intended for people who have held administrative, consultative or directorial roles in group relations conferences. Applications for membership will be accepted on a first-come, first-served basis. **Places are limited, so early registration is advised.** (Please see Administrative Information on page 6 for information on reduced fees for early registration.)

Conference Events

Opening Plenary: This opening session will include an introduction to the conference and an opportunity to share experiences of crossing the boundary into the conference.

Introductions in Very Small Groups: Following the Opening Plenary, members will have an opportunity to become better acquainted with some of their colleagues in very small group settings.

Keynote Presentations: There will be two keynote presentations focusing on the themes of the conference. Each presentation will be followed by buzz groups and a general discussion with the presenter. Scheduled presenters and their topics are:

The Oedipus Complex, Creativity and the Legacies of Group Relations' Intellectual Parents

Mannie Sher, PhD, TQAP, FBAP Director, Group Relations Programme and Principal Consultant, Organisational Development and Change, The Tavistock Institute of Human Relations; Fellow, British Association of Psychotherapists; Board member, ISPSO; Member, OFEK.

Exploring Group Relations Work in China – Challenges, Risks and Impact

Hüseyin Özdemir Director, oezpa GmbH, Academy and Consulting, Erfstadt; Senior Organizational Development Consultant; Co-Director, oezpa Group Relations Programmes; Cooperating Partner, International Coach Foundation; Senior Coach, DBVC (German Association of Coaching); Member, ISPSO; Institutional Associate, Society for Intercultural Education, Training and Research (SIETAR).

Open Space Session: This session will provide participants, who might wish to discuss their research findings or topics from their work in a less formal setting, the opportunity to do so. Further information about the Open Space Session will be provided to registrants prior to the conference.

Morning Reflections, Dreams and Associations: The second, third and fourth days will begin with morning reflections, dreams and associations, which will be convened by two participants.

Exploratory Event: The task of this event will be to explore conscious and unconscious forces and meanings underlying the conference and its theme. The event will open in a plenary session and, after five sessions, conclude in a plenary discussion.

Parallel Presentations: These presentations, listed below, will comprise four parallel presentations in each of three sessions. The presentations will be chaired by conference participants. The following presentations are scheduled:

An Ecological and Networking Vision of Group Relations: What Kind of Integration is Possible?

Luca Mingarelli President, Associazione Rosa dei Venti onlus; Psychotherapist (ECP); Director, Therapeutic Community; Organizational Consultant; Researcher/expert in the body-mind disciplines of archaic traditions (Psychosomatics); Board member, il Nodo Group; Member, OPUS.

Franca Fubini Psychoanalytical Psychotherapist; Organizational Consultant; Founder member of www.socialdreaming.it; Member, il Nodo Group and OPUS.

Maija-Leena Setälä Organization Psychologist; Organizational Consultant, FINOD; Senior Consultant, Finnish Institute of Occupational Health; President, Finnish Society of Organizational Dynamics (FINOD); Partner, il Nodo Group.

Lia Ricotti Organizational Consultant; Working Groups' Trainer, especially during processes of change; Associate President, il Nodo Group.

Authority and Leadership in Recovery from Addiction

Jeffery Roth, MD, FASAM Medical Director, Working Sobriety Chicago; Past President, Chicago Center for the Study of Groups and Organizations, Chicago Affiliate of AKRI.

Colleen Brent, MSW Associate Clinical Professor of Medicine, University of California San Francisco; former Board member, GREX, West Coast Affiliate of AKRI.

Tom Butler, MDiv Staff member, The Ecker Center for Mental Health; Past President, Chicago Center for the Study of Groups and Organizations.

Vivian Gold, PhD Associate Clinical Professor, Department of Psychiatry and Bio-behavioral Medicine, University of California at Los Angeles; Fellow of AKRI; Past President, GREX; founding Board member, OFEK.

Seth Harkins, EdD Assistant Professor, National Louis University; Past President, Chicago Center for the Study of Groups and Organizations.

Building a New Organization for the Heritage of the Group Relations Movement in Finland – the Case of the Metanoia Institute

Atso Juote Consultant and Partner, Metanoia Institute.

Jukka-Pekka Heikkilä Consultant and Partner, Metanoia Institute.

Harri Hyyppä Consultant and Partner, Metanoia Institute.

Rauno Lehtonen Consultant and Partner, Metanoia Institute.

Terttu Malo Consultant and Partner, Metanoia Institute.

Risto Puutio Director, Consultant and Partner, Metanoia Institute.

Marianne Tensing Consultant and Partner, Metanoia Institute.

Pekka Tokola Consultant and Partner, Metanoia Institute.

Embedding Diversity in Local Government: Early Experiences of the Establishment Phase of an Ethnic Advisory Group to Local Government in Auckland, New Zealand

Rina Tagore, MA Principal Policy Analyst, Auckland, New Zealand; Social and Community Development Professional with experience in group work, policy planning and development aid management.

Experiences of Group Relations Conferences in Vilnius, Lithuania

Jolita Buzaityte-Kasalyniene, PhD Associate Professor and Head of Social Work Department, Vilnius University.

Mannie Sher, PhD, TQAP, FBAP

Group Relations Work in Complexity

Jaume Benavent i Guardia, MA Pedagogy Project Manager and Organizational Consultant, Innova (Association for Organizational and Social Innovation).

Sandra Carrau Pascual, MA Sociology Partner and Organizational Consultant, Innova.

Joan Roma i Vergés, MA Philosophy, MA Social Psychology, MBA President, Innova.

David Sierra Lozano, MA Organizational and Work Psychology, Post-graduate Process Consulting Partner and Organizational Consultant, Innova.

I Dream a Dream – the Risk of Development in Organizations

Coreene Archer, MA Group Relations Consultant, The Tavistock Institute of Human Relations.

The Confusion of Tongues between the East and the West – the Need for a New Language

Shankarnarayan Srinath, BSc, MRCPsych Consultant Psychiatrist in Psychotherapy; Organisational Consultant.

Arunita Biswas, MSc in Clinical Psychology Senior Psychologist, Sukrut (a psychotherapeutic and leadership coaching centre).

Manab Bose, MA in English Chief Executive and Director, Sukrut; Member, Private Equity Investment Firm.

The Experience of Co-Directorship in Group Relations Conferences: A Panel Discussion

Ruthellen Josselson, PhD, ABPP Professor, The Fielding Graduate University; Fellow, A. K. Rice Institute for the Study of Social Systems.

Olya Khaleelee, MA MLCP Corporate Psychologist, Pintab Associates; Associate, The Tavistock Institute of Human Relations.

Gouranga P. Chattopadhyay, PhD Independent OD and HR Consultant, Counsellor and Coach.

Susan Long, PhD Researcher; Author; Organisational Consultant.

Mary B. McRae, EdD Associate Professor, Department of Applied Psychology, New York University Steinhardt School of Culture, Education and Human Development; Organizational Consultant; Private Practice Psychologist; Fellow, A. K. Rice Institute for the Study of Social Systems.

Gerard van Reekum Organizational Scientist and Consultant; Board member, Group Relations Nederland.

Mannie Sher, PhD, TQAP, FBAP

Lionel Stapley, PhD Director, OPUS; Head, OPUS Group Processes Programme; Co-director, OPUS' Advanced Training in Small Group Processes Workshops; Organisational Consultant working with individuals, groups and organizations in the public and private sectors in the UK and other countries.

Mónica Velarde Lazarte Senior Consultant and Researcher, The Tavistock Institute of Human Relations; Founder, T-Consult Peru; Director, Group Relations Programme, Esan Business School and Faculty of Human Sciences, Universidad Peruana de Ciencias Aplicadas.

The Rothschild 117 Project – Dreaming in the Boulevard

Joseph Triest, PhD Clinical Psychologist and Supervisor; Training Psychoanalyst (IPA); Organizational Consultant; Manager, "Triest-Sarig" Clinic; Lecturer, Tel-Aviv University (Psychology Department, School of Psychotherapy, General BA program., Group Facilitators' Training Program); Management and Faculty, Program for Organizational Consultation and Development: A Psychoanalytic-Systemic Approach; Member, OFEK.

Judith Levy, PhD Senior Teacher, Retired, Department of English, Hebrew University of Jerusalem; Faculty, MBA in Business Psychology, College of Management, Rishon Letzion; Chairperson, OFEK; Member, OPUS and ISPSO.

Iana Mishael, MSc Organizational Behavior, MA Clinical Social Work Organizational Consultant and Supervisor in the industrial, service and financial spheres; Therapist, Lev-Hasharon Hospital, Pardesia; Private Practice, Tel-Aviv; Member, OFEK.

Yael Shenhav-Sharoni, MA Clinical Psychologist, Psychotherapist, Supervisor and Organizational Consultant in private practice, Tel-Avi; Board member, OFEK; Member, Tel Aviv Institute for Contemporary Psychoanalysis.

Simi Talmi, MSW Psychotherapist; Group Facilitator; Organizational Consultant; Lecturer, The Psychotherapy Program, Haifa University; Member, Tel Aviv Institute for Contemporary Psychoanalysis; Member, OFEK.

Uneasy on the Boundary: Reflections on the Culture and Effectiveness of Group Relations Conference Work in the United States, 1965-2012

Bernard Gertler, PhD Psychologist, Psychoanalyst and Organizational Consultant in private practice; former Faculty and Co-Director, William Alanson White Organization Program; Fellow, A. K. Rice Institute for the Study of Social Systems.

Charla Hayden, MA Freelance Organizational Consultant specializing in questions related to organizational culture; Board member, GREX, West Coast Affiliate of AKRI.

Virtual Teams and Group Relations in the WEB 2.0 Era: Insights from an MBA Experiential Distance-learning Course

Oren Kaplan, MBA, PhD Licensed Clinical Psychologist; Associate Professor, The School of Business Administration, The College of Management, Rishon Lezion. Member, OFEK.

Keren Lipinsky-Kella, BSW, MBA Social Worker; Faculty, The School of Business Administration, The College of Management, Rishon Lezion.

Review and Reflections in Very Small Groups: This session will provide opportunities for all participants to review and reflect on their conference experiences and learning.

Closing Plenary: This closing plenary will provide opportunities to review the conference as a whole and to work on the process of ending.

Roles in the Conference

Management Team

Eliat Aram, PhD, CPsych CEO, The Tavistock Institute of Human Relations; Organisational Development and Change Consultant and Coach; Chartered Psychologist and Psychotherapist; Associate Member, Grubb Institute; Member, OFEK. London, UK.

Robert F. Baxter, MD Child and Adolescent Psychiatrist and Psychiatric Consultant; Past President and Fellow, A. K. Rice Institute for the Study of Social Systems. Bonita Springs, Florida, USA.

Avi Nutkevitch, PhD Clinical Psychologist and Training Psychoanalyst; Organizational Consultant; Co-Director, The Program in Organizational Consultation and Development: A Psychoanalytic-Systemic Approach; Faculty, MBA Program, College of Management, Rishon Lezion; Member and Past Chairperson, OFEK. Tel-Aviv, Israel.

Administrator

Rachel Kelly, BA, MSTAT Professional Development Coordinator, The Tavistock Institute of Human Relations; Teacher of the Alexander Technique. London, UK.

Chairs and Conveners

Some events in the conference will be chaired or convened by participants in the conference.

Conference Schedule

Thursday, 1 November

14:00 – 15:00 Opening Plenary
15:00 – 15:15 Break
15:15 – 16:15 Introductions in Very Small Groups
16:15 – 16:45 Coffee Break
16:45 – 18:15 Keynote Lecture: Mannie Sher
18:15 – 20:00 Dinner
20:00 – 21:15 Open Space Session

Friday, 2 November

08:45 – 09:25 Morning Reflections, Dreams and Associations
09:30 – 11:00 Keynote Lecture: Hüseyin Özdemir
11:00 – 11:30 Coffee Break
11:30 – 13:00 Parallel Presentations I
13:00 – 14:30 Lunch
14:30 – 16:00 Exploratory Event I
16:00 – 16:30 Coffee Break
16:30 – 18:00 Exploratory Event II (cont.)
18:00 – 20:00 Dinner
20:00 – 21:30 Exploratory Event III (cont.)

Saturday, 3 November

08:45 – 09:25 Morning Reflections, Dreams and Associations
09:30 – 11:00 Parallel Presentations II
11:00 – 11:30 Coffee Break
11:30 – 13:00 Exploratory Event IV (cont.)
13:00 – 16:00 Lunch and Free Time
16:00 – 16:30 Coffee Break
16:30 – 18:00 Exploratory Event V (cont.)
18:00 – 20:00 Dinner
20:00 – 21:30 Exploratory Event Plenary

Sunday, 4 November

08:45 – 09:25 Morning Reflections, Dreams and Associations
09:30 – 11:00 Parallel Presentations III
11:00 – 11:15 Coffee Break
11:15 – 12:00 Review and Reflections in Very Small Groups
12:00 – 12:15 Break
12:15 – 13:00 Closing Plenary
13:00 Lunch and Departure

Administrative Information

Dates and Times: The conference will begin at 14:00 on Thursday, 1 November 2012 and end at 13:00 on Sunday, 4 November 2012.

Venue: Hotel Villa Carlotta, Belgirate, Lago Maggiore, Italy, about one hour northwest (by taxi or train) from Milan. The conference will be residential.

Working Language: The working language of the conference will be English.

Fees: The fee for the conference is \$1,500, including a non-refundable registration fee of \$200 and hotel single accommodation with full board. The fee for a participant sharing a double room with another conference participant is \$1,400. **Early registration fees (before 1 August 2012)** of \$1,350 single/\$1,250 double are available. In all cases, the registration fee of \$200 must accompany the completed application. The remainder must be paid by 10 September 2012. Withdrawal after 10 October 2012 will incur a 50% cancellation fee.

Registration: Registration may be completed online at www.akriceinstitute.org using either Visa or MasterCard. Alternatively, you can print the registration form at the end of this brochure and mail it, accompanied by a check (drawn on a US bank and made payable to the A. K. Rice Institute) for the registration fee of \$200 or full payment, to:

Program Director
The A. K. Rice Institute for the Study of Social Systems
P.O. Box 1025
Rainer, Washington 98576, USA

If registering using either VISA or MasterCard, the Application Form can also be faxed to the A. K. Rice Institute: 01-360-446-3961.

For further information, please contact Rachel Kelly at +44-(0)20-7457-3927 or r.kelly@tavinstitute.org

Sponsors of the Conference

The A. K. Rice Institute for the Study of Social Systems is a nonprofit educational institute in the United States committed to enhancing peoples' understanding of the complex dynamics that influence their ability to work, manage and lead in today's continually changing organizations. The Institute's goal is to support the development of more effective, productive organizations while enhancing the individual's skills as leader, manager and/or team member. Founded in 1970, AKRI now sponsors group relations conferences, a biennial meeting (the AKRI Symposium) and training workshops. It also publishes books and occasional papers in the group relations field, available in print and through the AKRI website www.akriceinstitute.org.

OFEK, Organization, Person, Group – The Israeli Association for the Study of Group and Organizational Processes is a nonprofit company for the benefit of society. It was founded in 1985 and has over 70 members. Its primary aim is to help promote learning and change in individuals, groups, organizations and society through the study, development and application of psychoanalytic and open systems theories regarding groups and organizations. OFEK's activities include annual international group relations conferences, Hebrew-speaking 'Israeli' group relations conferences, theme conferences, an annual symposium on topical issues and the publication of an internal journal. OFEK also co-sponsors a two-year program in Organizational Consultation and Development: A Psychoanalytic-Systemic Approach.

The Tavistock Institute of Human Relations is a not-for-profit consultancy, research and professional development organization which applies social science to contemporary issues and problems. It was founded in 1947 and has a charitable status. The Tavistock Institute is engaged with research, organizational development consultancy, executive coaching, evaluation and professional development work, all in service of supporting change and learning. The Institute is interested in inter-organisational relations, the emergence of knowledge society, and problems of organization, including embedding diversity, multi-culturalism and the delivery of public policy. The Institute's Group Relations Programme runs conferences designed for the experiential learning of group processes and is most known for its annual two-week Leicester conference. The Institute also publishes extensively. It edits and owns the international journal "Human Relations", and in 1994, in conjunction with Sage Publications, it launched "Evaluation: The International Journal of Theory, Practice and Research".

The registration form is on page 8

Registration Form for Belgirate IV

*Surname _____

*Forename _____ *Ms/Mrs/Mr/Dr/etc. _____

Address

No. & Street _____

City/State _____

*Country of Residence _____ Post/Zip Code _____

Email _____

Telephone country code _____ city code _____ FAX _____

Nationality _____ Gender _____

*Profession _____ Age _____

Membership in incorporated group relations organization? no _____ yes _____

*If yes, name of organization _____

Please indicate roles you have taken in group relations conferences:

*will appear in the list of participants

Registration Fees

___ \$1,350 early (before 1 August 2012) single registration fee

___ \$1,250 early (before 1 August 2009) double registration fee**

___ \$1,500 single registration fee

___ \$1,400 double registration fee**

___ \$200 application fee (**with remainder due by 10 September 2012**) to reserve:

___ Early single-\$1,350 ___ Early double-\$1,250**

___ Single-\$1,500 ___ Double-\$1,400**

**double registration fees are only accepted with the name of the conference participant with whom you plan to share a room:

___ A check, drawn on a US bank and made payable to the A. K. Rice Institute, is enclosed

___ Please charge my VISA or MasterCard \$ _____

Card No. _____ Exp. Date _____

Security number (three digit number on back) _____

Cardholder's Name _____

Cardholder's Signature _____

Cardholder's Address and Telephone if different from above _____

Signature _____ Date _____