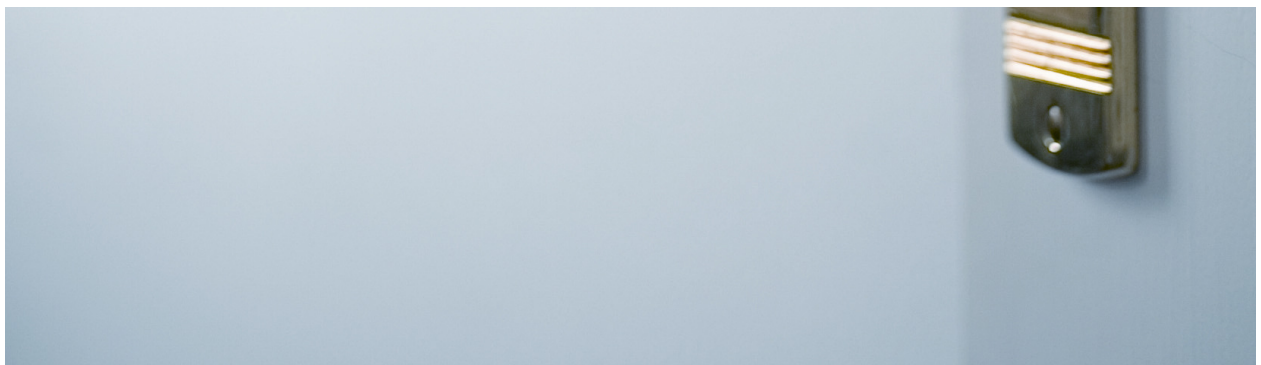




Orglab

oezpa **Group Relations Conference**



ORGLAB
Group Relations Conference
on leadership, integration, self-management
in roles,
diversity and psychodynamic processes in
Organisations

- a systemic-psychodynamic approach -

08th to 11th of May 2012,

Monastery Walberberg, in Brühl/ Bornheim

Organised by:



Academy & Consulting, Germany

Supported by:

Fresenius University, Cologne



SLIC

**Strategic Leadership Institute
China**

(a joint Institute of
Tavistock & oezpa)



WHO IS THE CONFERENCE INTENDED FOR?

The conference has been designed for people who want to improve their understanding of their roles, their personal authority and their responsibility in roles in order to manage them accordingly.

- Executives, Managing Directors, Managers
- Co-Workers of enterprises and organisations
- Project Managers
- Organisational Development Consultants
- Personnel/ Human Resource Managers and HR-Staff
- Coaches, Consultants and Counselors
- Students in advanced stages of their study

PRIMARY TASK

The conference is designed as a temporary learning organization. The primary task of the conference, to which staff will work to provide opportunities, is to experience, explore and learn from development and management of roles and systems, to experience leadership, authority, integration processes, self-management in roles, diversity and psychodynamic processes in organisations.

This goal can be reached by allowing oneself and others to experience the conference, to communicate these experiences and to examine their meaning in order to learn from it.

BACKGROUND

Organisations can be seen as dynamic systems, which are under the continuous influence of their environment. The changes that enterprises and organisations are exposed to are dramatic and often vital to their existence. In these times of change managers and coworkers are continually confronted with new questions and challenges in a situation where they are often already overtaxed.

In this changing environment people need to develop new competencies in order to master the complexity and to be able to manage and support changes in a goal oriented way. This conference gives members ample opportunity to reflect on and to develop both their personal authority and their social authority. Also different forms of leadership can be tried out and worked with in order to learn.

This conference is a social institution and therefore a very dynamic and complex event.

The conference develops its own dynamic system and processes, which can be then be examined. As members take on different roles, they can try them out, experience them and reflect on that experience. For example, you can take up a leadership role and feel its dynamics; you can experience what it means to belong to one system or to another; you can experience the unconscious processes in the one system and between the different systems.

For persons taking over managerial roles in the future or who have already taken them this conference offers opportunities for further personal development and training.

This conference is different from more conventional leadership trainings and offers helpful learning and development opportunities within the extremely important field of social and systemic competencies.

By taking up roles, you can try out your authority and leadership abilities as member. Processes of power and authority can be observed and managed. Here also the question about one's own authority and the struggle with power arises. The dynamics of taking up formal and informal roles and observing that process represent further learning opportunities.

Each institution or person can be understood as a social system. As such each has boundaries that define what is within the system, what is without, and what is outside in the environment. The management of boundaries regarding role, task, time and territory is of crucial importance.

Handling differences and diversity is an important aspect. Differences based on the affiliation to different generations, gender, professions, nationalities and cultures.

Such differences are becoming increasingly important in our world marked by international mergers of companies and globalisation, the increasing internationalization of the economy.

In different systems and settings during this conference you will have the opportunity and the possibility of experiencing, examining and of understanding processes of integration and of splitting.

LEARNING CONCEPT AND METHOD

The conference is designed as and can be understood to be a temporary organization system, which has learning as its primary task. This design enables and supports experiential and experimental learning.

During the conference the members will belong to several systems and subsystems of different size. Different systems and events will be formed: Plenaries, Small Systems, Large System, Review and Application Groups and the System Event.

Each system will pursue a distinct primary task. In the different events members will have the opportunity to concentrate on the respective primary tasks, to take up an appropriate role and to discover and experience the authority in this role.

The focus of learning in our conference is on the following aspects:

- Leadership, power, authority and delegation
- Psychodynamic processes in organisations
- Self management in role

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developing organisations and people.

- Relatedness and relationships
- How systems connect to and interact with each other
- Diversity and integration
- Boundaries and open systems in organisations
- Unconscious phenomena in organisations
- Change dynamics and innovation processes

Members learn primarily through experience and reflection on their experience during the conference. The prerequisite is a real desire to learn from participation in the Conference experience.

STRUCTURE OF THE CONFERENCE AS AN OVERALL SYSTEM

Plenary (P)

A plenary will take place at the beginning and the conclusion of the conference.

In these two plenaries all members and staff take part.

The Opening Plenary serves to introduce the conference, e.g. presenting Staff, becoming acquainted with each other and organisational or administrative issues. The Opening Plenary gives the members the possibility of reflecting on the images and expectations, which develop with the entry into the conference as an overall system. The experience of entry into the organisation and crossing this boundary can be examined.

The Plenary at the end of the conference gives the opportunity to reflect on the end of the conference and the process of ending. The relationships but not the learning can be terminated in this Plenary.

Small System (Sys)

The Small Systems consist of a small number of members (usually between 8 to 12) and offer the opportunity to reflect on the processes, dynamics and relationships in small systems. The primary task consists of learning from the experiences, which are made in the face-to-face work in the Small System. A Consultant is present and available in each Small System.

Integration Event

All members together and staff form the Integration Event. The primary task for the Integration Event is to start the integration with a new group of members joining the conference and to learn from this dynamics as well as experiences. Unconscious fantasies, myths and social fictions can be analyzed and interpreted. The concrete task is to come up with new formed Small Systems (New Sys) and to learn by this creation as well as integration process.

Social Dreaming Matrix (SDM)

The SDM is part of the collective learning in the conference. Dreams are the material of the SDM. Dreams which are shared in the SDM and the associations to dreams or the systemic links as well as the patterns can be discerned. Consultants will convene the SDM.

Review Groups (RG)

Review Groups consist of a smaller number of members where each person has the opportunity of examining experiences and roles he or she has taken up within the conference so far. One event is designed to link conference experience with the external environment.

If there are sufficient “B-members” (members who have had earlier group-relations experience) a separate RG will be formed. Each RG will have its own consultant.

Application Groups (AG)

These groups have the same composition as Review Groups working with a consultant. Experiences which have been formed in taking up different roles in different events and different system contexts can be reflected on and can be connected to experiences in the own work situation “back home”.

Systems Event (SE)

All members and staff form together the Systems Event. Members will have the opportunity to form their own sub-systems with consultancy available to them. The SE consists of all the self-formed subsystems and the Staff. The SE examines the relationships in the context of the overall event, between the subsystems of members and between members and Staff.

Staff will work in the roles of management and of consultants.

In the SE members will have the possibility and opportunity

- of experiencing how individuals take up and manage roles in the process of the formation and development of systems
- of taking up authority and delegation
- to exercise leadership
- to try out different roles and to manage oneself in role.

The SE allows also the examination of that which happens consciously and unconsciously, when systems enter into relationships with one another. The SE begins and ends with a plenary.

TIME SCHEDULE (*DRAFT*)

The conference will start on 08th of May and will end on the 11th of May 2012.

08.05.2012	09.05.2012	10.05.2012	11.05.2012
Breakfast start at 07:00 o'clock			
	SDM 08:30 – 09:30	SDM 08:30 – 09:30	SDM 08:30 – 09:30
	Break 09:30 – 10:00	Break 09:30 – 10:00	Break 09:30 – 10:00
	Sys 10:00 – 11:00	New Sys 10:00 – 11:00	New Sys 10:00 – 11:00
Registration I 12:00 – 13:30	Registration II 12:00 – 13:30	Break 11:00 – 11:30	Break 11:00 – 11:30
Opening Plenary I 14:00 – 15:00	Opening Plenary II 14:00 – 15:00	SE-P 11:30 – 12:30 take pause as you like	AG 11:30 – 12:30
Break 15:00 – 15:30	Lunch 12:30 – 14:00	Lunch 12:30 – 14:00	Lunch 12:30 – 14:00
Sys 15:30 – 16:30	Integration Event (create new sys) 14:00 – 15:00	SE 14:00 – 18:00	AG 14:00 – 15:00
Break 16:30 – 17:00			Break 15:00 – 15:30
Sys 17:00 – 18:00	New Sys 15:30 – 16:30		Plenary 15:30 – 16:30
Dinner 18:00 – 19:30	Break 16:30 – 17:00	Dinner 18:00 – 19:30	Good Bye gathering 16:30 – 17:00
RG 19:30 – 20:30	New Sys 17:00 – 18:00	R/AG 19:30 – 20:30	
	Dinner 18:00		
	RG 19:30 – 20:30		

P – Plenary
 RG – Review Group
 Sys – Small System
 IE – Integration Event

AG – Application Group
 SDM – Social Dreaming Matrix
 SE – System Event

ROLE OF STAFF

The staff members work in the conference in different roles. All staff members together form the management of the conference.

In this role the Staff takes up the responsibility for the establishment and adherence to boundaries of time and territory of the conference as a whole. The Staff also takes up the responsibility for the primary task of learning in the conference.

Individual staff members will take up directorial, administrative and advisory roles.

In the role of the consultant staff will offer working hypothesis concerning the occurrences and the processes “in the here and now” based on their observations and their own experiences:

- They observe the behavior, and based on their experiences they formulate working hypotheses concerning the existing social processes
- They help the members with the interpretation of and understanding the situation and in examining the hypotheses which are made regarding the psychodynamic processes
- They work with the members on the challenges and problems based on their experience and roles in their own work and the experience and roles in different parts of the conference
- They examine what is projected into the management of the conference and onto the consultant

Members can observe the way staff manage themselves in role in the various events in which they participate, in order to learn from it.

CONFERENCE LANGUAGE

The working language of the conference is English, German and French. As an opportunity for reflection and learning processes other languages or the use of only one of these languages remain open.

CONFERENCE MANAGEMENT & STAFF

Director

Hüseyin Özdemir (Turkey/ Germany/ Switzerland), Dipl. Oec., Director, oezpa GmbH, Academy & Consulting, Erfstadt; Co-Director oezpa Group Relations Programs; Principal OD Consultant; Cooperating Partner International Coach Federation, ICF; Senior Coach DBVC (German Association of Coaching); Member ISPSO; Institutional Associate SIETAR.

Associate Director

Dr. Eliat Aram (Israel/ UK), C Psych, C Sci; CEO, The Tavistock Institute of Human Relations; Chartered Psychologist and Gestalt Psychotherapist; Trainer & Supervisor, Metanoia Institute; Member, Royal Society of Medicine; Professional Associate, The Grubb Institute; Member, OFEK.

Co-Convenor 'Communication & Resources'

Lara Jost (Germany), Assistant to the Directorate, oezpa GmbH, Academy & Consulting, Erfstadt-Liblar, Germany.

Co-Convenor 'Communication & Resources'

Jennifer Haymes (UK/ Germany), German Science and Information Science M. A., Training Manager, Co-Trainer, oezpa GmbH, Academy & Consulting, Erfstadt-Liblar, Germany.

'Communication & Resources'

Florus Mulder (Netherlands/ Switzerland), Head of Personnel Development; Internal Organisational Development Consultant; Tamedia AG, Zurich/ Switzerland.

Consultants (will be drawn from the following list)

Dr. Eliat Aram (Israel/ UK)

Dr. Werner Forster (Switzerland). Organisational Development Consultant and Coach. Zürich.

Barbara Lagler Özdemir (Germany/ Switzerland), Director, oezpa GmbH, Academy & Consulting, Erfstadt-Liblar Germany; Co-Director oezpa Group Relations Programs; Senior Coach and OD-Consultant; Cooperating Partner International Coach Federation, ICF; Large Group facilitator (e.g. Future Search, Open Space, World Café); Visiting Lecturer Fresenius University, Cologne; Certified MBTI Coach; Associate `Future Search Network Marvin Weisbord´.

Prof. Dr. Ajeet Narain Mathur (India) Professor in Strategic Management and International Business, Chairperson, Gender Resource Centre, Indian Institute of Management Ahmedabad, India; Affiliate Life Member, Indian Psychoanalytical Society.

Hüseyin Özdemir (Turkey/ Germany/ Switzerland)

Prof. Dr. Sandra Schruijer (Netherlands), Director of Professional Development International BV, Professor of Organization Sciences at the Utrecht School of Governance, Utrecht University and Professor of Organizational Psychology at TiasNimbas Business School, Tilburg University, both in The Netherlands. Sandra's teaching, research and consulting involves group dynamics, interorganizational collaboration, and, organizational change.

Thomas Webers (Germany) Dipl. Psych./ Dipl.-Theol. Psychologist for industrial, work and organizational psychology (DGPs / BDP), trainer, coach and consultant with a systemic focus. Chief editor "Coaching Magazine". Since 2006 he has been lecturer for organizational psychology and systemic coaching at the Fresenius University, Cologne.

PLACE

Kloster Walberberg
Rheindorfer Burgweg 39
53332 Bornheim-Walberberg

PARTICIPANT FEE

The participation fee is EURO 1450, plus conference package. On request a limited number of scholarships are available. For advanced students places with a reduced participation fee are available. Members will receive a participation certificate at the end of the conference.

INFORMATION/ ORGANISATION

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V., Campbell Soup Company, Cargill Europe, Central Krankenversicherung AG, Chemtura Manufacturing (Germany) GmbH Waldkraiburg, Clariant International Ltd., Cognis, Colonia Nordstern Versicherungs Management AG, Conergy Deutschland GmbH , D.A.S. Versicherung, Daimler AG, debis AG, Deutsche Apotheker- und Ärztebank e. G., Deutsche Bank AG, Deutsche BP. Deutsche Bundesbank, Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, Deutsche Lufthansa Aktiengesellschaft, Deutsche Post Express GmbH, Deutsche Telekom AG, Deutsche WertpapierService Bank AG, Deutscher Caritasverband e.V., Deutscher Industrie- und Handelskammertag (DIHK), Deutscher Sparkassen- und Giroverband e. V. (DSGV), DG HYP – Deutsche Genossenschafts-Hypothekenbank AG, die tageszeitung (taz), Dimension Data Germany, Diözesan-Caritasverband für das Erzbistum Köln e. V., DKV Deutsche Krankenversicherung AG, DVG Gesellschaft für Datenverarbeitung der Badischen Sparkassenorganisation, Dynamit Nobel GmbH, DZ Bank AG, Ecolab Deutschland GmbH, EDS (now: HP Enterprise Services), EK/servicegroup eG, ELCOTHERM AG Schweiz, Elenac GmbH (BASF, Shell, Montell), EnBW AG, Engelhorn Textilien engelhorn sports GmbH, ERGO Versicherungsgruppe AG, Erzbistum Köln, Europäische Union, Evangelische Kirche in Hessen und Nassau (EKNH), EWR GmbH, FiberMark Gessner GmbH & Co., Ford AG, Franz Haniel & Cie. GmbH, Friskies Deutschland GmbH, Gas Versorgungsgesellschaft mbH Rhein-Erft, GEHIS GEHE Informatik Services GmbH & Co. KG, Goldman Sachs Group, Inc., Gothaer Versicherungen, GROLMAN.RESULT Consulting, Hamburg Mannheimer (now: ERGO Versicherungsgruppe AG) Hamburgische Landesbank (HLB) (now: HSH Nordbank), Harry Brot GmbH, Henkel AG & Co. KGaA, Hessische Landesbank (HeLaba) Landesbank Hessen-Thüringen Girozentrale, Hessische Polizeischule, Hoechst GmbH, HSBC, Hüls Chemie (now: Chemiepark Marl), HypoVereinsbank, IBM Deutschland GmbH, ifp - Institut für Personal- und Unternehmensberatung Will & Partner GmbH & Co. KG, iglo Deutschland GmbH (Birds Eye iglo Group) Indisoft, Informatik AG, Institute of Electronic Business e. V. (Udk), INTEGRATA AG, Janssen-Cilag GmbH (Johnson&Johnson), Katholische Akademie für Jugendfragen, Kienbaum Consultants International GmbH, Kommunale Datenverarbeitungszentrale Rhein-Erft.Rur (kdvz), Kreditwerk (Schwäbisch Hall/ DG-Hyp) AG, Landesregierung Nordrhein-Westfalen, Landessportbund (LSB) Nordrhein-Westfalen e. V., Landwirtschaftskammer Westfalen-Lippe, McKinsey & Company, Messer Industriegase GmbH, Microsoft Schweiz AG, Nedlloyd Logistik GmbH, Neenah Lahnstein GmbH, Nestlé Deutschland AG, NRW.BANK, Oberlandesgericht Hamm, P & G Prestige Products, PA-Consulting Group, PHOENIX CONTACT Deutschland GmbH, plenum AG , Polizeidirektion Schleswig Holstein, Postbank IT Services, ProSieben SAT.1 Media AG, PROSOZ-Consult Ges. für Organisationsberatung mbH, PROTOTYPWERKE GmbH, R+V Versicherung AG, Rechenzentrum der württembergischen, Sparkassenorganisation (RWSO), REWE Markt GmbH, Rhône-Poulenc, RWE Innogy, Sachtleben Chemie GmbH, SAP DEUTSCHLAND AG & CO. KG, Saurer (Oerlikon) ,Schering AG (now: Bayer AG), Schneider Electric GmbH, SEB AG , Siemens AG, Sihl AG, Schweiz, Sparkassen Finanz Informatik GmbH & Co. KG, Spillers Latz (now: Nestlé Purina PetCare Deutschland GmbH), St. Vincenz Hospital, Staatskanzlei Kiel, Stadt Köln, Stadt Pulheim, Stadtparkasse Köln, Stadtwerke Remscheid GmbH, Stadtwerke Rhede GmbH, Südwestrundfunk Anstalt des öffentlichen Rechts, SV Informatik GmbH, SV Sparkassenversicherung Holding AG, Takeda (Pharma), Tamedia AG (Schweiz), Techem GmbH, Techniker Krankenkasse, Thyssen Krupp AG, T-Mobile, TXB Bank (now dwpbank AG), Unfallkasse Rheinland-Pfalz Körperschaft des öffentlichen Rechts, Universität Hamburg, Universität Konstanz (Exzellenz Universität), Universität Wuppertal, Universitätsklinik Tübingen, VEBA AG, Vodafone D2 GmbH, Volksfürsorge AG, VOLKSWAGEN AG, WDV Medien Verlag GmbH, Westdeutscher Rundfunk (WDR), WestLB AG, WestTeam Marketing GmbH, Wfa, NRW.BANK, Witco Chemie, WWK Lebensversicherung auf Gegenseitigkeit, Zentralstelle für Arbeitsvermittlung, ZAV, Zurich Gruppe Deutschland.

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