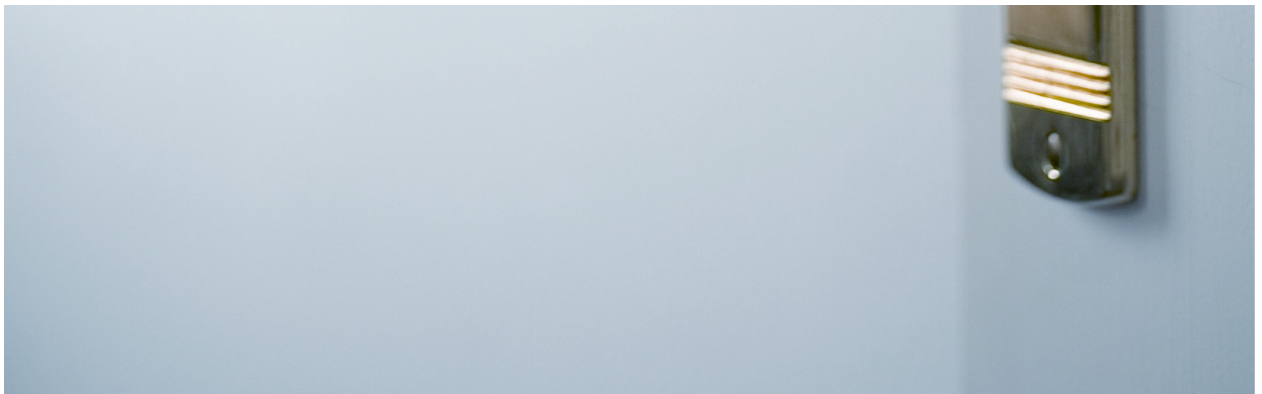




# **Orglab Group Relations Conference**



**ORGLAB**  
**Group Relations Conference**  
**on leadership, self-management in roles,**  
**diversity and**  
**psychodynamic processes in organisations**  
**A systemic-psychodynamic approach**

4th May - 7th May 2011  
Dominikaner Kloster St. Albert  
53332 Walberberg-Bornheim (bei Köln)

**Organised by:**



International Institute for Strategic Organization-, Personnel-Development and Leadership, Erftstadt (Cologne), Germany

### **Who is the conference 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 organizations
- 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 organisation. 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, self-management in roles, diversity and psychodynamic processes in organizations.

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 internationalisation 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 organisation 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
- 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 conferences 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.

### **Large System (LS)**

All members together form the Large System.

This offers the possibility to learn from processes, relationships and temporarily formed structures (e.g. subsystems). Unconscious fantasies, myths and social fictions can be analyzed and interpreted.

The primary task for the Large System consists of learning about the dynamics in large systems by experiencing, communicating and analyzing the experiences in the Large System. Consultants are present and available to the Large System.

### **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

The conference will start on 4<sup>th</sup> of May and will end on the 7<sup>th</sup> of May 2011.

04.05.2011	05.05.2011	06.05.2011	07.05.2011
<b>Breakfast start at 07:00 o'clock</b>			
	<b>Sys</b> 08:30 – 09:30r	<b>Sys</b> 08:30 – 09:30	<b>LS</b> 08:15 – 09:15
	<b>Break</b> 09:30 – 09:45r	<b>Break</b> 09:30 – 09:45	<b>Break</b> 09:15 – 09:30
	<b>LS</b> 09:45 – 10:45	<b>LS</b> 09:45 – 10:45	<b>Plenary</b> 09:30 – 10:30
	<b>Break</b> 10:45 – 11:15	<b>Break</b> 10:45 – 11:15	<b>Break</b> 10:30 – 10:45
<b>Opening Plenary</b> 14:00-15:00	<b>SE-P</b> 11:15 – 12:15	<b>SE</b> 11:15 – 12:15	<b>AG</b> 10:45 – 11:45
<b>Break</b> 15:00 – 15:15	<b>Lunch</b> 12:30 – 14:30	<b>Lunch</b> 12:30 – 14:30	<b>Break</b> 11:45 – 12:00
<b>Sys</b> 15:15 – 16:15	<b>SE</b> 14:30 – 15:30	<b>SE</b> 14:30 – 15:30	<b>AG</b> 12:00 – 13:00
<b>Break</b> 16:15 – 16:30	<b>Break</b> 15:30 – 16:00	<b>Break</b> 15:30 – 16:00r	<b>Lunch</b> 13:00
<b>Sys</b> 16:30 – 17:30	<b>SE</b> 16:00 – 17:00	<b>SE-P</b> 16:00 – 17:00r	
<b>Break</b> 17:30 – 17:45	<b>Break</b> 17:00 – 17:15	<b>Break</b> 17:00 – 17:15	
<b>LS</b> 17:45 – 18:45	<b>RG</b> 17:15 – 18:15	<b>RG</b> 17:15 – 18:15	
<b>Dinner</b> 18:50 -19:45	<b>Dinner</b> 18:20	<b>Dinner</b> 18:20 – 19:30	
<b>RG</b> 19:45 – 20:45		<b>RG</b> 19:30 – 20:30	

P – Plenary                      RG – Review Group                      Sys – Small System  
 LS – Large System              SE – System Event                      AG – Application Group

### **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 and German. As an opportunity for reflection and learning processes other languages or the use of only one of these languages remain open.

**Place**

Dominican Monastery  
Rheindorfer Burgweg 39,  
53332 Cologne (Bornheim),  
Germany.

**Member fee**

The participation fee is EURO 1450, - for the conference. Accommodation and catering, telephone and bar bills must be paid directly to the hotel. (For information please contact Mrs. Doris Huth). On request a limited number of scholarships are available. If several members are from the same organisation a reduced fee applies. (For information please contact Mrs. Doris Huth). For advanced students a few places with a reduced participation fee are available. (For information please contact Mrs. Doris Huth). Members will receive a participation certificate at the end of the conference.

**Information/Organisation**

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## References

Selection of companies and institutions whose employees have participated in oezpa events: Accenture, Alcatel, AMB Generali, AOK, AOL, Arthur D. Little, ARAG Versicherungen, Aral, Astra-Zeneca, Audi, Aventis Crop Science, Axa Colonia Versicherung, Basell Polyolefine (BASF, Shell, Montell), BASF, Bausparkasse Schwäbisch Hall, Bayer, Bayer Schering Pharma, Bayerische Landesbank, BDKJ-Diözese/Trier, Berliner Stadtreinigung, Bertelsmann, Bilfinger & Berger, Bosch-Siemens Hausgeräte (BSH), Bundesverwaltungsamt, BP-Aral, Burckhardt/ Evangelisches Fortbildungsinstitut, Caritas Verband, Cargill Europe, Central Versicherung, Cognis, Colonia Nordstern, Connergy, DaimlerChrysler, DAS Versicherung, Deutsche Apotheker- und Ärztekammer (Apobank), Deutsche BP, Deutsche Bank, Deutsche Bundesbank, Deutsche Lufthansa, Deutsche Post Express (DPE), Deutscher Sparkassen und Giroverband (DSGV), Deutsche Industrie- und Handelskammertag, DIHK, Deutsche Telekom, DG Hyp., Die Tageszeitung (TAZ), Dimension Data Germany, Diözesan Caritasverband, DKV Versicherung, Dynamit Nobel, DZ-Bank, EDS, EK-Service Group, Elcotherm Schweiz, Elenac (BASF, Shell, Montell), EnBW, Engelhorn Textilien, Ergo Versicherungen, Erzbistum Köln, Europäische Union, Evangelische Kirche in Hessen und Nassau, Flexium Papierfabrik, Gas Versorgungsgesellschaft Rhein-Erft, Goldman Sachs, Gothaer Versicherung, Hamburgische Landesbank (HLB), Harry Brot, Henkel, Hessische Polizeischule, HypoVereinsbank, IBM, Ipf Personalberatung, Indisoft, Informatik AG, Institute of Electronic Business/ Udk, Janssen-Cilag (Johnson&Johnson), Katholische Akademie für Jugendfragen, Kienbaum, Kommunale Datenverarbeitungszentrale Rhein-Erft-Rur (kdvz), Landesbank NRW, Landesregierung Nordrhein-Westfalen, Landwirtschaftskammer Westfalen-Lippe, Messer Group (Industriegas), Microsoft, NRW Bank, Oberlandesgericht Hamm, Papierfabrik Lahnstein, Phoenix Contact, Plenum Management Consulting, Polizei Direktion Schleswig Holstein, Postbank IT Services, Procter & Gamble, Prestige Products, Prosoz – Consulting, Prototyp Werke, Pro 7/ SAT 1, Real, Rewe, Rhone Poulenc, R+V Versicherung, Sachtleben Chemie, Saurer (Oerlikon), Schneider Electric, Siemens, Sihl Schweiz, Staatskanzlei Kiel, Stadt Pulheim, Stadtwerke Remscheid, Stadtwerke Rhede, St. Vincenz Hospital, Techem, Techniker Krankenkasse, T-Mobile, Thyssen Krupp, Unfallkasse Rheinland-Pfalz, Unikliniken Tübingen, Unilog-Integrata, Universität Hamburg, Universität Wuppertal, Veba, Vodafone, Volksfürsorge Versicherungen, VW, West Deutscher Rundfunk (WDR), WestLB, WestTeam Marketing, WWK Lebensversicherung, Zurich Gruppe Deutschland.

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