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The Tavistock and Portman **NHS**
NHS Foundation Trust

NHS
Northern School
of Child and Adolescent Psychotherapy

LEADERSHIP AND BELONGING IN COMPLEX ORGANISATIONS: A GROUP RELATIONS CONFERENCE

24 - 25 September 2009
& 18 December 2009 *(Follow-up session)*

Venue: NSCAP, Leeds

Fee: £260

We live and work in a complex society which is characterised by uncertainty and change. This challenges our basic needs for connectedness, belonging and meaning. There is now wide recognition that group and systems psychodynamics play an important part in the success or failure of work projects and organisational change. Likewise, the understanding and management of feelings, tensions and other dynamics in group situations are essential for effective leadership.

This group relations conference is designed to mirror some of the challenges and opportunities inherent in complex organisations. There will be unique and exciting opportunities for you to learn about group, organisational and social dynamics and the exercise of authority and power. Through direct learning through experience, you will have the opportunity to understand the processes that facilitate or hinder the work of people and groups when they are members of complex organisations.

AIMS

The conference is designed to be a miniature organisation in which various organisational scenarios and events take place. The programme includes experience in small and large groups, inter-group relationships, and forming networks. There are opportunities to develop leadership skills, and to study oneself and others in various roles. There are meetings to review personal learning, and to think about applying learning to your own work context. The insights and experiences thus gained can then be usefully applied to a wide variety of real world settings, both in the realms of work and to the larger social world in which we all live.

DATES

The conference runs over two days, 24 and 25 September 2009, followed by a half-day review of learning session on Friday 18 December 2009 (2-5pm).

MEMBERSHIP

The conference is designed for anyone who is interested in understanding more about groups and organisations, and particularly those who are looking to develop leadership capacity to effect change within complex systems. The Conference is a course requirement for students on the clinical training in child psychotherapy. However, we very much welcome external applicants and students undertaking related trainings who have a particular interest in group dynamics within organizations, and who wish to explore more fully their professional roles. This gives the membership group a greater richness and diversity, and further opportunities to explore what it means to be a member of this temporarily created institution.

PROGRAMME

This group relations conference is based on the idea of learning from experience in the 'here and now' where the focus is on the relatedness of the individual to groups and the organisation, and the belief that change requires more than a rational understanding of systems. Members are supported in their learning by input from conference staff using systemic and psychoanalytic insights to help clarify the underlying emotional dynamics. There are no lectures or seminars given by staff.

The programme consists of a series of events that build on each other to allow members the opportunity for cumulative learning.

NETWORK EVENT

The Network Event begins with the opportunity to explore personal effectiveness in a small group and goes on to explore the dynamics which arise when members are faced with a new organisational structure. The event facilitates the exploration of the experience of forming and maintaining networks whilst taking up membership within a new organisational configuration.

WHOLE SYSTEM MEETING

The Whole System Meeting explores the organisational dynamics of the conference as an organisation and the problems of individual effectiveness in a large group.

RESOURCE MANAGEMENT EVENT

The Resource Management Event explores the dynamics of delegated authority, leadership and followership and the management of resources.

REVIEW AND APPLICATIONS GROUPS

The Review and Applications Groups are provided to help members review their learning and to help members think about the application of their experience to their own work contexts.

FOLLOW UP SESSION

The group relations model provides a powerful learning experience for members. This learning can take some time to distil. There will be an opportunity to review the conference experience through the provision of a further ½ day comprising of a review/application group and large group plenary. This will take place on Friday 18 December 2009.

STAFF

CONFERENCE DIRECTOR

Sandy Bryson is the Regional Development Officer for Consultancy Training for The Tavistock and Portman NHS Foundation Trust. She is the organising Tutor for the Tavistock MA programme, Consultation and the Organisation, Liverpool, has been a staff member in group relations conferences at the Tavistock, and directed bespoke group relations conferences for various organisations on Merseyside. She works as a systemic and psychoanalytic psychotherapist and as an organisational consultant to Health and Social Care organisations.

ASSOCIATE DIRECTOR

Carlos Sapochnik trained at the Royal College of Art in London. He is a Principal Lecturer at Middlesex University, where he supervises research and postgraduate students, and a Visiting Tutor at the Tavistock Clinic, London. He has been a staff member in group relations conferences at the Tavistock and Birkbeck College, and works as an organizational consultant to teams in education, mental health and the voluntary sector.

CONSULTANTS

Clare Allen is a clinical and organisational psychologist in the NHS, and currently works in a large acute NHS Trust providing support for staff and organisational

interventions aimed at reducing the causes of stress. She has worked as a staff member on various group relations conferences and has an independent consultancy practice in both public and private sectors. She is a tutor on the Tavistock MA programme, Consultation and the Organisation, Liverpool.

Janet Shaw PhD, is the Head of Clinical Training, NSCAP, and is a Consultant Child Psychotherapist in Newcastle. She has substantial experience of group relations conferences having attended the Tavistock 5 day conference and the residential Leicester Conference on three occasions, most recently in 2009 as an Advancing Praxis member, gaining experience in consulting to the membership.

VENUE

Northern School of Child and Adolescent Psychotherapy
Bevan House
34-36 Springwell Road
Leeds
LS12 1AW

HOW TO APPLY

The fee is £260, payable in advance.

To obtain an application form, please contact:

Amy Crawshaw

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Tel: 0113 305 8750

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FURTHER INFORMATION

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