



7th IGRO International Group Relations Conference Dublin, Ireland, 2015

EXPLORING LIFE IN ORGANIZATIONS

The Good, the Bad and the Ugly

Conference Director: Deirdre Moylan

Conference Details

Wednesday 17th – Sunday 21st June, 2015

Emmaus Conference Centre,

Swords,

Co Dublin,

Ireland.

www.igro.ie

THE GOOD THE BAD AND THE UGLY

IGRO invites you to participate with us in experiencing what we hope will be an exciting and stimulating Group Relations Conference exploring *Life in Organizations: the Good, the Bad and the Ugly*. This learning event will offer you a deep and potentially transformative experience. It will provide a boundaried space for you to explore with others, issues of role, authority, power and leadership. These explorations will work with the dynamics, conscious and unconscious, that get provoked and evoked when *the Good, the Bad and the Ugly* are at work within groups and organizations.

Leaders and Managers often find themselves caught between a rock and a hard place with little time to think and reflect. By participating in the temporary learning organization of this IGRO Conference, you will get the opportunity to think alongside others, about your experiences of organizational life. Simultaneously, you will get a rare chance to experience and consider the complex dynamics of *the good the bad and the ugly* at play and in evidence.

WHO SHOULD ATTEND?

The Conference is designed to be of benefit to a range of people and sectors wishing to be more effective in an ever-changing workplace environment. It will be of value to people in: profit and not for profit organisations; start-ups; entrepreneurs; as well as those from the public, private, voluntary, and community sectors. While rank and status are not criteria for attendance, people in senior/middle management and leadership roles, or those coping with the impact of organisational change/restructuring are particularly encouraged to attend.

Please note that this Conference will be an intensive learning experience. If you wish to discuss your participation at this point in time, please contact Deirdre Moylan, Conference Director.

CONTINUOUS PROFESSIONAL DEVELOPMENT

A CPD certificate of attendance will be provided on completion of the whole Conference timetable.

TRAINING GROUP

The Training group is provided for those with considerable previous experience of Group Relations Conferences. Participants may wish to further their training in 'consultation' by learning about a systemic/psychodynamic approach to consultancy. Opportunities will be available to take up consultant roles, as well as general participation in the Conference.

THE CONFERENCE THEMES

We wish to explore with you how *The Good the Bad and the Ugly* coexist in tension with each other, in individuals, groups, organizations and our wider society. We believe that these forces are ever present and in constant motion in organizations. Often it is difficult for us to discern them, give them a name, or make them discussable. It is our sense that the more these forces can be brought into the light, the more able we will be to work with them adaptively. Moving into the light of these experiences offers us the opportunity to unfreeze negative energies, freeing us up to work in the true spirit of teamwork with a greater sense of personal effectiveness and well-being.

In recent times, societal trust in leadership and institutions has been damaged. People no longer feel safe, secure or contained in their workplaces. A culture of fear and blame has emerged in organizational life which saps talent and diminishes energy and initiative. Under these conditions our experience of the workplace can become one of *bare survival* as opposed to passionate engagement

Our workplaces continue to undergo deep and pervasive change posing very real challenges for leaders, managers and staff struggling to make sense of complex working environments. They are required to lead and manage highly regulated environments, budgetary constraints, erosion of job security and pay and conditions of employment. Alongside this, they are also responsible for increased productivity and meeting what are often unrealistic targets and deadlines. In these volatile environments it is increasingly challenging to sustain the loyalty and commitment of staff and to motivate them to engage positively with organizational change.

Another major challenge facing today's leaders in organizations is figuring out how to successfully manage the day to day work , while at the same time creating the conditions for initiative, innovation and creativity to flourish.

The Conference will provide an opportunity to explore some of these real and pressing challenges.

THE CONFERENCE WILL OFFER THE POTENTIAL FOR:

- Being more effective in the roles of leader, manager, worker by experiencing the dynamics of power, authority, leadership and followership;
- Acquiring a sense of how *the Good, the Bad and the Ugly* of organizational life are ever present and if acknowledged, understood and made 'discussable', can be a positive source for organizational growth and prosperity;
- Understanding the inter-relationship between leading and managing and how these roles might work cooperatively to create a more stable and dynamic workplace;
- Learning how uncertainty can influence thoughts, emotions, behaviours and work performance, both positively and negatively;
- Experiencing how to work with anxieties in a way that enables uncertainty to be harnessed as a positive force to enhance individual and organizational performance and success;
- Seeing how global, international and national developments have an impact on organizations and their workers through experiencing the inter-connectivity of systems and contexts.

THE DESIGN OF THE CONFERENCE

The Conference will be designed in the Tavistock tradition of group relations theory and practice. It will be experiential, meaning that you will learn from your own experience of being a member of the Conference and your actions and interactions with others. Learning will be assisted by a consulting staff team. The Conference will constitute a temporary learning organization in which all, both members and staff work to study what happens as we take up various roles in the small, large and intergroup events of the Conference.

Particular attention will be paid to what happens beneath the surface and to the tensions that arise between the creative and destructive forces that exist in groups and organizations. For those who have previously participated in Group Relations events, this Conference will be both familiar and different.

For those attending for the first time, all that is required is a curiosity about the themes and an openness to explore the less obvious dimensions of organizational and group life as they emerge.

DIRECTORATE

Director: Deirdre Moylan

Associate Director: Bernie McDonnell

Administrator: Sebastian Green

CONSULTING TEAM – all of whom have experience in group relations – will be chosen from the following people

Germano Alberti: former board member of AIF – Italian Training Organisation; consulting experience in small and large businesses, public and private companies, profit and not-for-profit organisations; member of IGRO.

Marie Carroll: Organisational Development Consultant and Leadership Coach. She works with organisations, leaders and managers primarily in health and social service organisations and in the non-profit sector. She is a founder member of many community and voluntary organisations /networks and serves on a number of Boards.

Gerry French: Social Systems Consultant. Founder of IGRO; Member of IGRO, Member of Organisation for the Promotion of Understanding in Society (OPUS).

Sebastian Green: Management Consultant and Leadership Coach, Professor Emeritus of Management, UCC and co founder of Ochre (Ireland). Formerly MBA Director and Executive Dean of Commerce, UCC and member of staff at London Business School. Has directed many leadership development programmes.

Camillus Metcalfe: Organisational Consultant and Creative Arts Therapist; she has a private practice in therapy, supervision and consultancy; former Lecturer and Supervisor on MA Dramatherapy in NUI, Maynooth; Member of IACAT, IGRO and OPUS.

Deirdre Moylan: Organisational Consultant and Leadership Coach. Formerly Director, Adolescent Department, Tavistock Clinic, London; Co-Director, Tavistock Consultancy; and Director of MA and D.Phil programmes in Consultation and the Organisation, Tavistock Clinic/University of East London, UK.

Bernie McDonnell: Organisational Consultant - change management, strategy development, group dynamics and role analysis. Bernie is an experienced senior manager in the not for profit sector. She has worked as a Family Therapist and in the areas of mental health, disability, community development and education. She is Director of IGRO and a member of OPUS.

Valerie Preston: Group Analytic Psychotherapist, Individual Therapist and Role and Organisational Consultant in private practice. She has a background in mental health with extensive experience conducting long term analytic psychotherapy groups and process groups. Member of: IGRO, Irish Institute of Group Analysis (IIGA) and Irish Group Analytic Society (IGAS).

Joseph Triest: Is a clinical psychologist, Training Psychoanalyst and Organizational Consultant. Since 2014 he is the President of the Israeli Psychoanalytic Society (IPS). He teaches and supervises at Tel-Aviv University and at the Israeli Psychoanalytic Institute. He is Co-Director of the Program for Organizational Consultation and Development (P.O.C.D.). Member of OFEK (the Israel Association for the Study of Group and Organizational Processes).

COST AND VENUE

The cost per person attending this residential conference is:

- a) €1200 for corporate and public sector organisations and for professionals for whom the cost is tax deductible;
- b) €950 for the not-for-profit community and voluntary sector and for individuals for whom the cost is not tax deductible.

We offer a reduction of 10%:

- if two or more people from one organisation register together;
- for “early bird” registrations received with a deposit of €400 before [April 24th 2015](#).

A small number of partial bursaries may be available in exceptional circumstances.

The cost for this conference includes the conference fee, materials, accommodation and meals.

The conference, including accommodation and meals, will take place in the [Emmaus Retreat and Conference Centre, Lissenhall, Swords, Co Dublin](#). This is a short journey from Dublin city and easily accessible from Dublin airport and the M50 and M1 motorways. Please consult the Emmaus website for more information and transport links:

www.emmauscentre.ie

HOW TO REGISTER AND APPLY

To secure a place at the conference, please return your registration form by [May 15th 2015](#) with a deposit of €400 or full payment. The closing date for the receipt of registrations and the full conference fee is [May 29th 2015](#).

Completed registration forms and cheques, made payable to IGRO, should be returned to:

Gordon Clark, IGRO, Global House, 29 Lower Abbey Street, Dublin 2, Ireland.

If you prefer to use electronic bank transfer, please pay your fee to the IGRO Bank of Ireland account with a clear indication of your name so that your transfer can be identified:

Name of account: [IGRO Ltd](#)
Bank of Ireland branch: [O'Connell St.](#)
Account number: [43215845](#)
Branch code: [90-00-33](#)
IBAN: [IE08 BOFI 9000 3343 2158 45](#)
BIC: [BOFIE 2D](#)

All general enquiries should be made to Gordon Clark, Pre Conference Administrator.
Email: info@igro.ie or call Gordon Clark at 00353 (86) 4049587

REGISTRATION FORM

Personal Details

Name

Mailing address

Phone numbers and e-mail where you can be reached:

Home

Mobile

Work

Email

Please describe your previous experience of Group Relations Conference (s)

What is your role in your organization?

What are you required to do in that role?

Are you applying to be a member of the Training Group and if so please say why?

What are your personal and professional goals for this Conference?

How did you hear about this conference?

Please state any special dietary requirement, known allergies or special requirements

Please indicate your payment method:

Cheque

Electronic bank transfer