



LEADING AND SENSEMAKING AT WORK



**AN INTERNATIONAL NON-RESIDENTIAL GROUP RELATIONS CONFERENCE
AT
The Emmaus Retreat and Conference Centre, Swords, Co Dublin,
Ireland**

12th- 15th January 2012

Aim:

IGRO and GRI share an aim for this conference to facilitate participants to be more effective in their workplace and communities.

This non-residential conference will explore issues of individual and professional leadership, authority and power. It will offer an opportunity to make sense of group and systems dynamics. The conference may also shed light on the concerns and uncertainties generated by the profound economic, social and cultural change of the past few years.

Who should attend?

Professionals from a wide range of organisations in the public, private, voluntary, and community sectors who are leaders and managers, those who consult to organisations, as well as those with an interest and curiosity about leadership and management in general.

What does the conference offer?

The conference will provide opportunities for participants to:

- Examine ways in which certainties and uncertainties may influence their thinking;
- Develop capacities for exercising authority, exploring vulnerability and power as necessary components of taking up management and leadership roles,

- Explore resistance to change in themselves and others;
- Understand how organisational structures provide emotional security at work;
- Explore the dynamics of personal, professional and group identity;
- Experiment with ways of engaging with difference (e.g. concerning age, gender, ethnicity, class, sexual orientation, culture);
- Consider how people and organisations are influenced by - and contribute to - their cultural, political and economic contexts;
- Apply conference experiences to their personal and professional life;
- Develop insights about the organisational culture and communities where they work and live.

How will it be designed?

The conference will be in the tradition of group relations theory and practice. It will be experiential, that means participants learn from their own experience with the help and guidance of a consulting staff team. The conference will become a temporary learning organisation in which participants will be offered an opportunity to study the group's behaviour as it occurs in the 'here and now' of conference events and the role they play in this group behavior. The focus will be on the group, the relations of individuals to the group and the relations between groups. We will pay particular attention to the unconscious, to energy in groups and to the narrative that emerges in the temporary organisation.

A range of creative mediums will be used such as, in-the-moment interpretative work in smaller and/or larger groups, a metaphor method of role analysis, silence and reflection, and perhaps brief lectures, among others. For those who have previously participated in Group Relations events, this conference will be both familiar and different. For those who are attending for the first time all that is needed is a curiosity about the themes and an openness to explore the less obvious dimensions of organisational life as they emerge. A more detailed timetable will be provided to participants prior to the Christmas break. However, it is important to note that the conference starts promptly at 11 am on Thursday

the 12th of January. Registration and tea/coffee will be available from 10 am. The conference will end at 3pm on Sunday the 15th of January.

Continuous Professional Development

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

Staff

Administration Team

Director: René J. Molenkamp, PhD, Adjunct Faculty, Department of Leadership Studies, University of San Diego; External Consultant IMD, Switzerland and INSEAD, France; Director, Leadership Programs, Chesapeake Center for Public Leadership, Washington, DC; Fellow, AKRI and Co-founder, Group Relations International.

Associate Director for Administration: Bernie Mc Donnell, M.Ed. MA., M.Sc.; Family/Systems Therapist; Member, IGRO; Programme Manager in the not for profit sector.

Pre-conference Administrator: Gordon Clark, Chartered Accountant, Consultant on qualification, education and training systems, Member, IGRO; Former EU official responsible for European cooperation in education.

Consulting Team

Jude Bowles, B.Sc., M.A., Dip. I.G.A.; Co-director, Group Analytic Practice, Dublin; Group Analyst, Psychotherapist, Role and Organisation Consultant; Member, IGRO, IGAS and IIGA; Associate Member, OPUS.

Derek Deasy, BA, MA, MA, D. Clin. Psych; Director, St. Clare's Assessment and Therapy Unit, The Children's University Hospital, Dublin; Executive Coach in Private Practice; External Consultant IMD, Switzerland and INSEAD, France & Singapore; Director, IGRO; Associate Member, OPUS.

Gerry French, M.A., M.Sc; Social Systems Consultant; Founder, IGRO; Member, OPUS.

Frances Heery, B.A., M.Sc.; Executive Coach, Psychoanalytic Therapist, Supervisor and Organisational Consultant in Private Practice; Founding Member, IGRO; Member, ISPSO and OPUS.

Aideen Lucey, B.Soc. Sc, MA; Independent Organisational Consultant and Executive Coach, UK; Visiting Consultant, IMD and INSEAD European Business Schools; Associate, Tavistock Consultancy Service, UK.

Bernie Mc Donnell

Camillus Metcalfe, PhD; Organizational Consultant; Creative Arts Therapist; Faculty, Master's Drama Therapy Training, NUI, Maynooth; Private Practice in Supervision and Consultancy; Member, IGRO and OPUS.

René J. Molenkamp

Cost and venue

The cost of attending this conference is **€600** per person. We offer a reduced conference fee of €540 per person if two or more people from one organisation register together. A small number of partial bursaries may be available in exceptional circumstances.

The cost includes the conference fee, materials and lunches/tea/coffee. As this is a non-residential conference, participants are responsible for their own accommodation costs. The Emmaus Retreat and Conference Centre offers accommodation during this conference at a preferential rate of €35 per person per night covering bed and breakfast in a single ensuite room (please contact Emmaus directly if you wish to book this accommodation at 00353 (1) 870 00 50 or emmauscentre@emmauscentre.ie mentioning the IGRO conference).

The Emmaus Retreat and Conference Centre, Lissenhall, Swords, Co Dublin 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: <http://www.emmauscentre.ie>.

How to register and pay

To secure a place at the conference, please return your registration form by 30 November 2011 with a deposit of €200 or full payment. The closing date for applications and for payment of the full conference fee is 31 December 2011.

Completed registration forms and cheques should be sent to:

Gordon Clark, IGRO, c/o Group Analytic Practice, Global House, 29 Lower Abbey Street, Dublin 2, Ireland.

If you prefer to use electronic bank transfer, please pay to the IGRO account in the Bank of Ireland:

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: *BOFI IE 2D*

Who to contact for further information?

If you have any questions or would like additional information, please contact: info@igro.ie or call Gordon Clark at *00353 86 4049587*.



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REGISTRATION FORM

Name: _____

Mailing address: _____

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

Home _____ Mobile _____

Work _____ Email _____

Please describe your previous experience with group relations conferences:

What are your personal and professional goals for this conference?

How did you hear about this conference?

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

Please indicate your payment method :

- cheque?
- electronic transfer?
