

IGRO

IRISH
GROUP
RELATIONS
ORGANISATION

INTEGRITY,
HUMANITY,
DESTRUCTIVENESS

Leading in
Organisations
within and beyond
Boundaries

International
Residential
Group Relations
Conference

Dublin
Sun 14th to
Thurs 18th
April **2019**

Emmaus Conference Centre, Swords Co Dublin

A warm
invitation from
Irish Group
Relations
Organisation
(IGRO)

IGRO is delighted to invite you to participate in our 2019 international Group Relations Conference (GRC). This is our tenth Conference and represents an important milestone in our work and efforts to embed *Group Relations* in Ireland. While this is a significant Conference for IGRO, it is also significant for all of us who struggle to understand the alarming changes in our world economy, climate, politics, and social fabric, all of which influence and shape organisational life and experiences.



IGRO is a not-for-profit organisation working in the Tavistock tradition. In our work we apply a systemic and psychodynamic understanding of groups, organisations and society. This helps us explore and understand at a deep level, the meaning of conscious and unconscious dynamics and behaviours and how they can be worked with to bring about insight, change and sometimes transformation.

Our aim is to promote and generate interest in the value of this holistic way of thinking and working. We believe it brings a quality of thinking that facilitates a robust and insightful *beneath the surface* exploration of what it **really feels like**, to be working and living in today's organisations and society.

Humanity, integrity and destructiveness

The Conference theme and image set against a backdrop of societal disturbances, captures the tense interplay of humanity, integrity and destructiveness that are ever present in organisations. It conveys something of the positively containing, as well as the destructively painful aspects of boundaries, both inside the organisation and in its external environment. The challenge for leaders / managers is to be aware of these very powerful dynamics and to find a way of integrating and working with them. Only then, will they be able to lead and manage with compassion, care and creativity.

Today's organisations are increasingly complex, diverse, volatile and precarious. Sometimes they generate wonderful opportunities for learning, growth, development and success. But they also evoke anxiety, fear, uncertainty, mistrust and hurt. The pressure to be relevant, innovative, competitive, or cutting-edge puts immense strain on leaders and managers. If uncontained, these pressures ripple and reverberate eventually undermining organisational competitiveness, effectiveness and success.

Our constantly changing world sometimes contributes to leaders and managers feeling overwhelmed and out of their depth. They strive to adapt and conform to global or international trends over which they have little or no control. The drive to survive, or to be the best, often necessitates compromises, conscious and unconscious, that make it difficult to work with full integrity and humanity. The absence of these qualities creates a void that gets filled up with thoughts, feelings and dynamics that are inherently primitive, negative and destructive. This soon leads to workplaces that are experienced as toxic, unsafe and utterly demotivating.

More so than ever, it is essential for leaders to manage the boundaries within and beyond the organisation. This can be problematic as leaders are often torn between the internal demands of the organisation and its outer network of relationships, resources, opportunities and risks. Leaders /managers are tasked with competently negotiating the fluid and delicate balance between autonomy and inter-dependency, isolation and collaboration, stagnation and growth. The ability of leaders and

managers to hold this vital balance can contribute to their staff feeling more confident, resourced and empowered to manage the relentless demands of change and adaptation.

If you are interested in these explorations then this Conference is for YOU at this point in time, and at this time in your organisational experiences.

The Conference is a temporary learning organisation and is therefore a living context for exploration and study. It will offer opportunities for members to freely explore their capacity for being a leader, a team player, or a follower and to observe how they impact others and how they are, in turn, impacted by others. Members will also be able to explore the culture and dynamics of this organisation and how both emerge and change over time. The dynamics, thoughts and feelings relating to: power, authority, role, task and boundaries will also be available for exploration, learning and reflection.

Who should attend the Conference and why

This Group Relations Conference is designed to be of benefit to a range of people working with groups and teams, in particular those in the role of leader, manager, consultant, coach, group worker. It is open to those working in all sectors of the economy and society. We know from experience that the more diverse the 'membership' the richer and deeper the learning tends to be.

Those who are leading or participating in a change process, or on the threshold of significant work-life decisions, those experiencing a temporary lack of fulfilment or motivation, as well as those searching for meaning, or wishing to enhance their performance or interpersonal work relationships, are strongly encouraged to attend.

How will we work

The Conference is first and foremost an experiential learning event. This means that there will be no lectures. Members will learn from their individual and unique experience of being part of the Conference. They will learn through participating and observing both themselves and others, as they engage in a range of group activities and experiment with different roles and tasks.

The Conference is a temporary learning organisation consisting of members and staff members. It is designed around a number of group structures and events. The task for members is to study what happens in *the here and now* as they take up various roles in the small, large and inter-group events of the Conference.

For those who have previously attended a Group Relations Conference, you will find that this one will be both familiar and different.

For those attending for the first time all that is required is curiosity and a willingness to explore the less obvious aspects of organisational and group life as they emerge.

Please note that this Conference will be an intensive learning experience. If you wish to discuss your participation please contact Bernie McDonnell, Conference Director: email address: geomcd24@gmail.com

The role of staff

Staff are members of the Conference and they take up a staff role. Their task is to assist members to make sense of their individual and collective experiences. They do this by interpreting, examining, and reflecting on their own and the members' experiences.

Conference staff are not observers of 'the process' but active participants paying attention to their own experiences and linking with those of members to co-create a shared sense of understanding and meaning.

Staff work together to manage and contain the overall Conference experience in order to generate a vibrant, challenging and potentially transformative learning environment.

Who will staff on the Conference

The Directorate for the Conference is:

Director: Bernie McDonnell

Associate Director: Derek Raffaelli

Pre Conference Administrator: Gordon Clark

Bernie McDonnell

Bernie worked as a leader and senior manager for over 35 years in a number of organisations in the statutory and the not-for-profit sectors. She is now self-employed as an Analytic Coach, Organisational Consultant, Process Group Leader and Lecturer. Bernie believes strongly in the power and value of learning from experience. She draws from her academic, training, career and life experiences to inform all aspects of her work.

From 2013 to 2018 Bernie was the Chairperson of Irish Group Relations Organisation. She has attended and staffed on a number of Group Relations Conferences at home and abroad. She is a member of the International Society for the Psychoanalytical Study of Organisations (ISPSO) and was one of the main organisers of the ISPSO Dublin Annual Meeting in 2108. Bernie holds positions on a number of Boards and this keeps her attuned to the realities and demands of contemporary workplaces.

Derek Raffaelli

Derek Raffaelli is an experienced organisational consultant, executive coach and psychoanalytic psychotherapist. He works with managers and leaders from all organisational sectors: for-profit, public, charitable and professional. For 12 years he was a manager with the Scottish Institute of Human Relations. Since 2001 he has been in private practice in Glasgow. He is on the faculty of several executive training and development programmes. These include: Animate, Edinburgh, ProDev International, Utrecht, the National Research University Higher School of Economics, Moscow and the Bayswater Institute, London where he is a Fellow and directed its group relations conference for 10 years. He is a member of ISPSO and OPUS. He is an Honorary Member of the International Association of Psychoanalysis of Business and Organizations, Russia.

Gordon Clark

Gordon has experience of several Group Relations Conferences as an organiser, member or Conference Administrator. As a Chartered Accountant, the first part of his career was in accountancy, financial and organisational management. The latter part of his career has been in education and training policy as EU manager responsible for European cooperation and as Chair of the Board of an Irish State Agency. Gordon is an IGRO Board member and its Treasurer.

Conference Consultants and the Administrator will be drawn from the following people

Ian McKenzie

Ian McKenzie has over 25 years' experience as a consultant and facilitator in organizational development. He is a co-owner and Lead Partner of Animate Consulting.

His current work focuses on leadership development, action inquiry and encouraging whole system approaches to organisational change. This includes supporting collaborative leadership approaches to health and social care integration across Scotland. He is particularly interested in exploring ways of channelling the positive energy that flows when people put their values into interdependent collective action. He originally trained as an Engineer, has an MSc in Development Management, is an alumnus of the Bayswater Conference, and is currently completing his Masters Level training in Gestalt Coaching with the Kinharvie Institute.

Belinda Moller

Belinda Moller is a Group Analyst and Organisation Consultant. She is a Director of Group Analytic Practice in Dublin since March 2017. She uses Group Analytic, Group Relations and Balint methods in her group work and consulting. Recently, she initiated the development of a national network of Balint groups for Irish secondary school leaders. Using a range of methods she provides work supervision and discussion groups in the education, medical, recruitment, arts and community development sectors. (PhD. (Organisations), MSc. (Group Analytic Psychotherapy) and member of I.G.A.S., I.C.P (Irish Council of Psychotherapy), Balint Society, OPUS and ISPSO).

Dr Brian Melaugh

Dr Brian Melaugh is a lecturer in the Department of Applied Social Studies, Maynooth University. His lecturing duties include the areas of: Organisational Management, Professional Practice, Drug Policy, History and Development of the Social Professions. Brian holds qualifications in Youth Work and Community Work, Social Work, MSc in Systematic Organisation and Management, MA in Consultation and the Organisation (Psychodynamic Approaches) and a Doctorate in Health. Research interests include the application of psychoanalytical thinking to the fields of organisational life and the social professions. He is currently completing the Executive Coaching Programme at Tavistock Consulting.

Camillus Metcalfe

Camillus Metcalfe: PhD., Organizational Consultant, Analytic Network Coach, University Lecturer and Creative Arts Psychotherapist. She trained at the Tavistock in London and worked as a consultant to residential child care workers in the HSE in the Midlands. She lectured on Psychodynamic Theory and supervised trainee Dramatherapists in NUI, Maynooth for many years. She is a published author. The role of women in 20th century Ireland is of special interest to her and she has spoken about her research on nuns' lives at many conferences in the UK and Ireland. Currently she continues her research on women's life stories and works in private practice in the West of Ireland. She is on the Board of IGRO and a member of OPUS, IACAT and ISPSO.

Iwona Soltysinska

Psychologist (MA, Jagiellonian University), OD Consultant (MA, Tavistock & Portman NHS Foundation Trust), psychodynamic therapist (KCP) and certified coach (PCC, ICF), member of Hanna Segal Institute of Psychoanalytic Study, supporting member of PCCA, consultant to experiential groups and group relations conferences, PL and abroad.

Valerie Preston

M.Sc. Group Analytic Psychotherapy, Dip. IGA (Lon), Dip. Group Analytic Supervisor, Group Facilitator, Psychotherapist, Work Supervisor, Role Consultant and Trainer.

Valerie is a practicing group analytic psychotherapist in private practice in Dublin city. She has over 20 years' experience facilitating a diverse number of groups in the private, voluntary and education sectors, such as analytic psychotherapy and analytic supervision groups. Valerie facilitates process groups for Bachelor of Arts and Higher Diploma students on a counselling and psychotherapy programme, Dublin Business School. Valerie is a Board member of Irish Group Relations Organisation (IGRO) and was previously Vice-Chair of IGRO.

Conference Venue

The Conference, including accommodation and meals, will take place in the Emmaus Retreat and Conference Centre, Ennis Lane, 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

Conference Cost

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

The cost per person is:

€950 ("early bird") or €1,050 (full) for the not-for-profit community and voluntary sector and for individuals for whom the cost is not tax deductible;

€1,150 ("early bird") or €1,300 (full) for corporate and public sector organisations and for professionals for whom the cost is tax deductible.

"Early bird" registration will be available until 31 Jan 2019.

Continuous Professional Development

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

We offer reductions

10% if two or more people from one organisation register together;

A number of partial bursaries/reductions can be applied for by underfunded individuals and NGO's.

CONFERENCE REGISTRATION

To secure a place at the Conference, please download the registration form at www.igro.ie/register.docx

Complete the form in Word format, email it to clarkgo2014@gmail.com and make the appropriate payment.

Please note

Refunds cannot be made for registrations cancelled after 15 March 2019

INFORMATION AND CONTACT

For further information and pre-booking, please contact:
Gordon Clark
Pre-Conference Administrator
Email: info@igro.ie
Phone: 00353 (86) 4049587

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