

# Locating Ourselves in a Disruptive World

International Group  
Relations Conference 2017

Exploring Workplace Dynamics  
in the Network Society

IGRO

IRISH  
GROUP  
RELATIONS  
ORGANISATION

**When:** 11–15 January 2017

**Where:** Emmaus Conference Centre, Co. Dublin

**Booking and enquiries:** [www.igro.ie](http://www.igro.ie) & [info@igro.ie](mailto:info@igro.ie)

## **Locating Ourselves in a Disruptive World**

### **Conference Director:**

Dr. Simon Western

### **Associate Director:**

Bernie McDonnell

### **Conference Administrator:**

Gordon Clark

## Locating Ourselves in a Disruptive World

IGRO is delighted to invite you to our 2017 international Group Relations Conference. It will offer unique personal development opportunities to explore identity, desire, values, leadership and followership.

### Our Aims

To create a space in which learning and development can flourish. To explore new forms of leadership, followership and organisational dynamics in order to work towards the 'good society'.

To support individuals to become better 'located' i.e. to feel more grounded, confident and better equipped to engage and influence positive change, both in their organisations and in the wider networked society in which we live.

### What will happen?

We will explore through experiential learning methodologies, how unconscious and psycho-social dynamics play out within each of us, within our teams and within our organisations. This exploration is situated in the social context of working and living in today's VUCA world (volatile, uncertain, complex and ambiguous).

The Conference will focus on how the network society both dislocates and offers opportunities for new forms of leadership and creativity. It will provide opportunities to discover new ways to locate ourselves more solidly in our organisations. The ability to locate ourselves assumes greater importance as organisations are often experienced as floating precariously in a complex and increasingly networked society.

**We work in Organisations.  
Organisations work in us.**

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## Locating Ourselves in a Disruptive World

The Conference is a live organisational context in which you can freely explore your capacity for being a team player, develop your unique leadership and followership potential and see how you impact on others and how they impact on you. Members will explore together how the culture and dynamics of this temporary organisation emerge and change over time. We will explore how we impact on it and how we are also shaped by it.

Conferences can be transformative experiences giving members renewed career energy and the confidence to become more engaged and to influence change back in their workplaces.

## Experiential Learning

You will learn from your own experience, gaining direct feedback from peers and the Conference team. You will also learn from observing and engaging in small, large group, and inter-group dynamics and from experiencing the Conference as a living network. This wider perspective gives members unique insights into how their own organisations' function.

## Options for Experienced Members

Two optional dialogue sessions will take place for those who have previously attended Group Relations conferences. These sessions are for those interested in developing new ways of applying psychoanalytic thinking and network theory to group relations work.

## Who is it for?

This Conference is for managers, leaders, consultants, coaches and all who wish to feel more securely grounded and better able to understand how to influence change in today's fast changing organisational contexts.

## We will co-create a learning environment to study:

Explicit and hidden power and authority, and how these impact on our work relationships and change over time.

– How leadership is not always where we think it is.

– What active followership means.

– How distributed leadership works in real-time situations.

– How conscious decisions have unconscious drivers.

– How the unconscious dynamics of groups and of whole organisations impact on individuals, teams and organisational culture.

– How the network society dislocates but offers opportunities for new forms of leadership and creativity.

## Continuous Professional Development

IGRO will issue a CPD certificate of attendance on completion of the whole Conference timetable.

## Who is running this Conference?

This is the 8th Group Relations Conference organised by the Irish Group Relations Organisation (IGRO).

IGRO is a not-for-profit organisation established in 1999 by a group of volunteers trained in the Tavistock tradition. In our work we apply a systemic and psychodynamic understanding of groups, organisations and society. We are part of the global network of group relations practitioners.

IGRO's aim is to promote the value and potency of this way of thinking about the experiences of working and living in contemporary organisations and society. In addition to Group Relations Conferences, we also design and deliver study days, workshops, consultation and learning groups and one to one coaching.

## Who will staff on this Conference?

**The Management team will comprise of:**

### **Director: Simon Western**

Simon brings an unusual skill set to group relations work, drawing on his psychotherapy background, his academic research and teaching experience working in executive education internationally, and his strategic consultancy and coaching to CEOs and senior leaders in global companies and the public and voluntary sectors. Simon is Adjunct Professor at University College Dublin, President-Elect at the International Society for the

Psychoanalytic Study of Organisations, and CEO of Analytic-Network Coaching Ltd. [www.analyticnetwork.com](http://www.analyticnetwork.com). Simon publishes on leadership in the network society: key texts are Leadership a critical text 2nd Ed (Sage 2013) and Coaching and Mentoring a critical text (Sage 2012).

### **Associate Director: Bernie McDonnell**

Bernie has been involved in Group Relations Conferences for over sixteen years, as a participant and a staff member. Her early training as a Therapist activated her interest in Group Relations and process consultancy. Bernie is interested in expanding the boundaries of traditional Conferences to reflect contemporary organisational experiences, while retaining fidelity to core tenets and concepts. She works as an Organisational Consultant, Executive Coach, and Lecturer, using her own experience of female management and leadership to inform her consultancy and coaching work. Bernie holds positions on a number of Boards, is the Chair of IGRO and is a member of the Organisation for the Promotion of Understanding in Society (OPUS).

### **Conference Administrator: Gordon Clark**

IGRO Board member/Treasurer; experience of several Group Relations Conferences either as member or Conference Administrator; Chartered Accountant; career in education and training policy as EU manager responsible for European cooperation and currently Chair of Board of State Agency.

## Who will staff

Consultant staff will comprise members of the Irish Group Relations Organisation, alongside international colleagues.

The whole team will be experienced in working with psychoanalytically informed ideas of how conscious and unconscious forces interact to shape, entrap and drive us and how they sustain our enjoyment. The team will also work with ideas of how individuals are part of systems and networks, and how these wider dynamics must be understood if we are to create more humane, ethical and successful organisations. Details of the full staff team will be issued once finalised.

## Registration

To secure a place at the Conference, please register online **click here** by 30 November 2016 with a deposit or full payment. Online registration will start on 1 October 2016.

Please note that refunds cannot be made for registrations cancelled after 14 December 2016.

## Information and Contact:

For further information and pre-booking, please contact Gordon Clark, Pre-Conference Administrator, by email: [info@igro.ie](mailto:info@igro.ie) or by phone: 00353 (86) 4049587.

## 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](http://www.emmauscentre.ie)**

## Cost

The cost per person attending this **residential conference** is:

€1250 for corporate and public sector organisations and for professionals for whom the cost is tax deductible;

€1000 for the not-for-profit community and voluntary sector and for individuals for whom the cost is not tax deductible.

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

We offer a reduction of 10%:

- if two or more people from one organisation register together;
- for “early bird” registrations received before 31 October 2016 with a deposit of €100 (non-refundable) or €500 (refundable until 14 December 2016).

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

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The Irish Group Relations Organisation

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