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Effective leadership and the meaningful exercise of authority require more than intellectual and technical understanding. Group Relations Conferences provide a well-defined context within which to learn experientially about the dynamics and challenges that impact performance and productivity in organizational life. This Conference will benefit professionals in the fields of business, human resources, organizational development, government, education, and mental health and those who are interested in understanding irrationality in the larger society.

### Conference Director Conference Associate Director

Solomon Cytrynbaum, Ph.D. Vicki Seglin, Ph.D.

**Date & Time**

Friday, February 2, 5:00 p.m. to

Sunday, February 4, 2018, 4:30 p.m.

**Location**

The Family Institute

618 Library Place

Evanston, IL 60201

Authority, Leadership, Governments and Diversity in Groups, Organizations, and Society

# Group Relations Conference

**Contact Information**

**Phone:** 847.733.4300, ext. 590

**Email:** [tavistock@family-institute.org](mailto:tavistock@family-institute.org)

**Fax:** 847.733.0390

**Mail:** Olivia Tinati

Group Relations Conference

The Family Institute

618 Library Place

Evanston, Illinois 60201

The Chicago Center for the Study of Groups and Organizations

(CCSGO),

An affiliate of the A.K. Rice Institute

The Center for Applied Psychological and Family Studies

of

The Family Institute

at Northwestern University

at Northwestern University

Sponsor the

43rd Annual

**Group Relations Conferences in the Tavistock Tradition**

[**http://www.tavistocknorthwestern.com**](http://www.tavistocknorthwestern.com)

**Registration Deadline**

Applications **must** be postmarked by January 19, 2018 to be processed

**Continuing Education Units** Participants will receive 25 Continuing Education Units for Illinois Clinical Psychologist , LCPC, LPC, LMFT, LCSW & LSW Licenses

**Conference Information**

Relations Conference held at Northwestern University and the eleventh year of sponsorship by The Center for Applied Psychological and Family Studies of The Family Institute at Northwestern University. The Family Institute is committed to strengthening and healing families from all walks of life through clinical service, education and research. An affiliate of Northwestern University, the Family Institute is a unique, innovative, not-for-profit organization, governed by its own independent Board of Directors responsible for its own funding. The Chicago Center for the Study of Groups and Organizations (CCSGO) was founded in 1987 and serves to advance knowledge of how people can work effectively together in groups and organizations and to explore the responsible exercise of authority and leadership in responsible ways. CCSGO is one of the regional centers affiliated with the A.K. Rice Institute.

*“The experiential process challenged misconceptions I had about how I perceive authority and management. I am more aware of the impact I have on others.”*

***-Teacher***

These processes are explored through experience and analysis in three major structural components that similarly exist at some level in any organization: small group, large group, and institutional systems. In what are termed “here and now” events, members learn about aspects of social systems, diversity, and group processes directly from their own experience. These are followed by review of Conference experiences and application to “back home” organizational settings and roles.

This educational model is based primarily on experiential learning and the application of this learning to roles in work and non-work settings. Members will study the often unconscious aspects of common group processes, including joining the group, assuming different roles, delegating and assuming authority and participating in a group task. Such hidden or covert processes have a major influence on how groups perform, and on the ability of groups and organizations to accomplish their primary task (activities/ projects/ goals).

Understanding these processes requires examination of the roles, tasks, leadership, diversity dynamics, and authority exercised in the Conference, a temporary organization, at the overt and covert levels.

**Conference Design and Primary Task**

The Conference is a temporary educational institution whose purpose is to create a safe environment in which members experience and examine authority, group, institutional, and diversity dynamics characteristic of contemporary organizational life. It is designed to enable members to observe and experience firsthand group level and institutional system processes that are often covertly active in groups and organizations.

*“I was able to immediately apply what I learned at the Conference. I saw how organizational dynamics, such as space, seating arrangements, titles and roles each have profound impacts on groups.”*

***-Business School Director***

The principles and methods of these conferences were first developed at the Center for Applied Research, Tavistock Institute of Human Relations, London, England, under the leadership of the late A.K. Rice. The A.K. Rice Institute was established in 1970 in the USA to advance knowledge of the dynamics of groups, organizations and social systems. This is the 43rd annual weekend Group

**Conference Schedule**

**Friday, February 2:**

Registration opens at 4:00 p.m.

Conference begins at 5:00 p.m.

& ends at 10:15 p.m.

**Saturday, February 3:**

Conference begins at 8:30 a.m.

& ends at 10:15 p.m.

**Sunday, February 4:**

Conference begins at 8:30 a.m.

& ends at 4:30 p.m.,

followed by a reception until 5:00 p.m.

**Background and Sponsorship**

Group Relations Conferences offer a powerful and unique methodology to observe, examine, and learn through participatory events about our own behavior and the behaviors of others in groups and organizations. By studying the dynamics of power, authority, leadership, diversity, and followership in experiential and reflective activities, participants have the opportunity to discover and consider behaviors and thought processes that support or detract from their own effectiveness and performance and that of their co-workers, employees, teams, organization, and society as a whole. These Conferences benefit professionals in the fields of business, human resources, organizational development, education, mental health, and government.

**Staff Roles**

**Reflective Events**

The **Small Study Group** consists of 8 – 12 members with two co-consultants and an observer. This group studies its own behavior and processes as it forms and changes throughout the Conference.

The **Large Study Group** consists of all Conference members with a team of consultants and observers. This group studies its own behavior in a setting in which face-to-face interaction is difficult. This simulates the process and dynamics of larger social systems as they struggle with formation, transition and rapid change.

The **Institutional System Event** consists of members forming groups of their choice, then interacting with other member groups and with the staff as consultants and management in order to develop a deeper understanding of the internal experience, thoughts and fantasies about management. In working on this task, members encounter issues with organizing and joining groups, assuming roles, identifying emerging leadership, and delegating power and authority. Staff in management roles will be available to be observed working in sessions in public and staff in consultant roles will be available to consult to member subsystems in order to collaborate with members in creating a more complex understanding of members’ relatedness to management.

**Plenaries** will be held three times during the Conference. The first two introduce the Conference and the Institutional Systems Event. The third is toward the end of the Conference and enables member and staff to review together the Conference as a whole.

The **Review and Role Analysis Group** provides further opportunities for members with similar “back home” roles to reflect on and examine their experiences and roles in the different Conference events. Members will also have the opportunity to apply their Conference learning to “back home” organizational roles and group settings. Each group will have five to ten members and co-consultants. Additional post-Conference review and application sessions may be scheduled and will be announced during the Conference.

**Experiential Events**

In order to support member freedom to experiment in whatever manner they believe will best further their learning, Conference staff will refrain from identifying or discussing any individual member behavior or action outside the Conference. Because of the intense nature of experiential conferences, learning can sometimes prove stressful and challenging. Therefore, individuals experiencing a period of significant physical or personal difficulty should forgo attendance at this time. Questions about the appropriateness of your participation should be addressed to the Assistant Director for Administration through the phone number, email, fax, or mail information on the front of this packet. Members will be asked to complete a short, confidential evaluation form at the end of the conference.

**Structure and Method**

*“I learned that exercising authority requires boundaries to provide fairness and be effective.”*

***-CEO***

Staff members take on multiple roles. They collectively constitute the management of the Conference institution and take responsibility and authority for managing task, role, time, and space boundaries. Staff members act as consultants or observers in the “here and now” events. In these events, consultants offer working hypotheses on the basis of their knowledge, experience, and observations of group processes as a way of providing opportunities for members to learn about group diversity and organizational processes. Staff members also consult with members in various review and application events.

**Conference Information**

This Conference is designed for individuals who wish to study the exercise of authority and diversity dynamics in groups and understand more about their own reactions to exercising and encountering authority. The Conference is organized as a sequence of group and institutional systems interactions. Events include experiences in both experiential and reflective events.

**Confidentiality, Suitability, and Feedback**

*“I was truly challenged about my system of beliefs. My frame of reference shifted. I was challenged to think about things I didn’t know that I didn’t know.”*

***-Psychologist***

*“The Conference was an eye-opening experience. A person’s own systems of the mind form a barrier that one is not even aware of.”*

***-Administrator***

**Conference Director**

**Solomon Cytrynbaum, PhD,** Professor Emeritus, School of Education and Social Policy and Department of Psychiatry and Behavioral Sciences, Feinberg School of Medicine, Northwestern University, Evanston and Chicago, IL; Private Practice of Organizational Consultation and Psychotherapy, Northbrook, IL. Board Member, Chicago Center for the Study of Groups and Organizations.

**Conference Associate Director**

**Vicki Seglin, PhD,**Licensed Clinical Psychologist, Private Practice of Psychotherapy, Organizational and Individual Consultation, Winnetka, IL; Clinical Case Consultant, The Center for Applied Psychological and Family Studies Counseling Program, The Family Institute at Northwestern University, Evanston, IL; Board Member, Chicago Center for the Study of Groups and Organizations.

**Assistant Director of Administration**

**Olivia Tinati*,* BA,** Masters Counseling Student, The Family Institute at Northwestern University, Evanston, IL; Clinical Intern, Response Center at Jewish Child and Family Services, Chicago, IL.

**Consultants and Observers**

**Kaitlyn Bellingar, LPC-IT**, Staff Counselor, Lawrence University, Appleton, WI

**Diana Castañeda, LCPC,** Staff Therapist, Community Counseling Centers of Chicago (C4), Chicago, IL; Member, The Chicago Center for the Study of Groups and Organizations, Chicago, IL.

**Kratika Choudhary, MA, PCCI,** Therapist Intern, Well Clinic, San Francisco, CA; Group Therapist, Women's Enrichment Centre, San Carlos, CA.

**Santiago Delboy, MBA, LCSW, S-PSB,** Psychotherapist, Wellington Counseling Group, Chicago, IL; Founder, Argo Marketing Consulting, Chicago, IL; Board Member, Illinois Group Psychotherapy Society, Chicago, IL.

**Sean Fitzpatrick, MA,** Child and Family Therapist, The Children's Center, Vancouver, WA

**Matt Frantz, MA, LCPC,** Psychotherapist, Private Practice, Chicago, IL; Board Member, Chicago Center for the Study of Groups and Organizations, Chicago, IL

**Amy Freed, MA, LCPC,**Clinical Lecturer, Staff Therapist, The Center for Applied Psychological and Family Studies, The Family Institute at Northwestern University, Evanston, IL; Core Faculty, Assistant Director of Clinical Training, Master’s Program in Counseling, Northwestern University, Evanston, IL.

**Gary Friend, DPM, LPC**, Senior Partner, North Shore Foot & Ankle, Glenview, IL; Therapist, Youth & Family Counseling, Libertyville, IL; Membership Chair, Chicago Center for the Study of Groups and Organizations; Nominating Chair, Alumni Advisory Board, The Family Institute at Northwestern University, Evanston, IL

**Thomas Golebiewski Ph.D., L.C.S.W.,** Private Practice of Counseling, Consultation and Psychotherapy, Wilmette, Illinois. Adjunct Professor, Northwestern University, School of Education and Social Policy, Evanston, Illinois; Loyola University of Chicago, School of Social Work, Chicago, Illinois. Member, CCSGO; Associate, A.K. Rice Institute.

**Andriana Hamm, MS,** Doctoral Student, West Chester University of Pennsylvania; Outpatient Therapist, Child Guidance Resource Center, Coatesville, PA

**Katherine Harding, PsyD,** Licensed Clinical Psychologist, Founding Owner of City Haven Counseling, Chicago, IL; Private Practice, Chicago, IL. President Elect of the Chicago Center for the Study of Groups and Organizations (CCSGO).

**Derek Harris, MA, LCPC,** Managed Care Coordinator, Thresholds, Chicago, IL; Case Consultation Supervisor, The Family Institute at Northwestern University, Evanston, IL

**Robert Hsiung ,MD,** Private Practice of Psychiatry, Chicago, IL; Board Member, American Group Psychotherapy Association; Founding Member and Past President, International Society for Mental Health Online..

**Kevin Lanham, LCPC,** Skylight Counseling Center, Chicago and Skokie, IL.

**Mark Kiel, PsyD, ABPP, CGP,** Dean of Counseling and Health Services, Oakton Community College, Des Plaines, IL; Private Practice in Clinical Psychology, TMS and Associates, Hinsdale, IL; Private Practice in Group and Organizational Psychology, Kiel Consulting, Chicago, IL; Member, A. K. Rice Institute; President, The Chicago Center for the Study of Groups and Organizations, Chicago, IL.

**J. Derek McNeil, PhD, MDiv,** Senior VP of Academics, Academic Dean, The Seattle School of Theology and Psychology, Seattle, WA.

**Christine Meltzer, MS,** Doctoral Student, Clinical Psychology, Rosalind Franklin University Of Medicine and Science, North Chicago, IL.

**Isabelle Reiniger, LCSW,** Private Practice of Psychotherapy and Organizational and Individual Consultation, Evanston, IL and Chicago, IL; Adjunct Faculty, Loyola University School of Social Work, Chicago, IL.

**Tara L. Victor, PhD, ABPP/CN**, Professor of Psychology, California State University Dominguez Hills, Carson, CA; Associate Clinical Professor, UCLA Department of Psychiatry and Biobehavioral Sciences, Los Angeles, CA; Private Practice of Neuropsychological Assessment, Organizational and Expert Witness Consultation, Los Angeles, CA; Board Member, Grex; Associate, AK Rice Institute for the Study of Social Systems.

**Hannah Weiss, MA, LPC,** Psychotherapist, Resilience Psychological Services, Chicago, IL; Postgraduate Student at Chicago Institute for Psychoanalysis, Chicago, IL; Membership Chair, Chicago Psychoanalytic Society, Chicago, IL; Member, American Psychoanalytic Association (APsaA).

**Kaitlyn Whitebread, MA, NCC,** ACT Clinical Team Lead, Trilogy Behavioral Healthcare, Chicago, IL; Program Assistant at The C.G. Jung Center, Evanston, IL; Member, CCSGO, Chicago, IL.

**Candice Wu, MA, LPC, MACT, CYT500,** Holistic Healing and Family Constellations Facilitator, International. Spiritual and Healing Retreat Leader, International. Private and Group Yoga Teacher, Chicago, IL.

**Sarah Yi, MA, LPC,** Staff Counselor, Sankofa Psychological Services, Chicago, IL. Staff Counselor, John Marshall Law School Counseling Center, Chicago, IL.

**Administrators**

**Chrishane Cunningham, MA, LPC,** Chicago, IL

**Laura Connor, MA**, Mindfulness and Behavior Therapies Fellow, The Family Institute, Chicago and Evanston, IL

**Virginia Jreisat, MA, LPC,** Therapist at Brighter Pathways, LLC, Northbrook, IL

**Minnie Tao, MA, LPC,** Child Therapy Chicago/Clinical Fellow, Chicago, IL

**Pre-Conference Administrators**

**Deidre Hicks,** Coordinator of Education Programs at The Family Institute at Northwestern University, Evanston, IL.

**Pre-Conference Co-Coordinators of Marketing and Recruitment**

**Kratika Choudhary, MA, PCCI,** Therapist Intern, Well Clinic, San Francisco, CA; Group Therapist, Women's Enrichment Centre, San Carlos, CA.

**Derek Harris, MA, LCPC,** Managed Care Coordinator, Thresholds, Chicago, IL; Case Consultation Supervisor, The Family Institute at Northwestern University, Evanston, IL.

**Kaitlyn Whitebread, MA, NCC,** ACT Clinical Team Lead, Trilogy Behavioral Healthcare, Chicago, IL; Program Assistant at The C.G. Jung Center, Evanston, IL; Member, CCSGO, Chicago, IL.

**Conference Staff**

## 43rd Annual Northwestern Group Relations Conference Registration Form

**□**Dr. **□**Mr. **□**Mrs. **□**Ms. **□**Rev. **□**Other:

First Name\*\* Last Name\*\* Title\*\*

Gender\* Race/Ethnicity\* Age\* Sexual Orientation\* Occupation\*

Employing Organization/University (if student)\*\* Position Title/Job Description/Program Title (if student)

Employing Organization/University Address

Previous Group Relations Conference(s) and/or Small Study Group Consultant(s)\*

Staff/Potential Members with whom you have a relationship and do not wish to be assigned to the same Small Study Group\*\*\*

Home Address City State Zip

Home (Area Code) Phone Other (Area Code) Phone Email

\*These items are requested to facilitate the formation of Small Study Groups of varied backgrounds and Review and Role Analysis Groups and Application Groups composed of

members with similar occupational backgrounds and/or professional roles.

\*\*This information will be made available to members of the Conference.

\*\*\* Conference Directorate will do their best to accommodate, but cannot guarantee, these requests.

## Check appropriate fee category:

Early registration fee (if postmarked before Friday January 5, 2018 midnight)..............................................................................................$350.00

Registration fee (if postmarked after Friday January 5, 2018 midnight).....................................................................................................$425.00

Non-profit organizational discount\*...............................................................................................................................................................$300.00

Beginning professionals discount (Graduated after 12/2015)......................................................................................................................$225.00

Non-NU student & NU-MFT student fee.......................................................................................................................................................$175.00

\*To be eligible for the non-profit discount an organization must register at least three non-student members and attach a 501-(c)3 tax exemption letter.

**Payment Method:**

* Check (Payable to The Family Institute—Group Relations Conference) **□**Amex **□** Discover **□** MC **□** Visa

Card Holder’s Name: Card Holder’s Signature:

Credit Card Billing Address & Zip:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Credit Card #: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Exp Date: / CVV (3-4 Digit Security Code): I authorize TFI to charge my credit card for one time only for $\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

I have read the brochure for this Conference in detail & I hereby apply for membership. I understand the brochure constitutes the contract between myself and the sponsoring institution and that my application hereby authorizes the sponsoring institution to conduct the Conference for which I am applying in the manner described herein. I understand that the total fee must be paid by Friday January 19, 2018. To resign & receive a refund minus a $25.00 fee, requests must be received in writing by Friday January 19, 2018. I understand & agree to the policies regarding refunds, confidentiality and tasks.

Signature (Application must be signed to be processed) Date / /

**Applications are due Friday January 19, 2018, midnight postmark; applications with a later postmark will not be processed.**

## CEUS

Continuing Education Units (CEUs) are provided at no additional fee to those Conference staff & members with the following Illinois licensure: Clinical Psychologist (LCP), LMFT, LCPC, LPC, LCSW & LSW. One hour of continuing education will be awarded for each hour of Conference participation, totaling 25 CEUs. If you wish to receive CEUs, please check the appropriate box for all that apply and provide the corresponding license number (s):

* Clinical Psychologist license # \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* LPC/LCPC license # \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* LSW/LCSW license # \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* LMFT license # \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

## References

Experiential learning can sometimes prove stressful. Therefore, individuals who are vulnerable because they are physically ill or are experiencing a period of significant personal difficulty should forgo attendance at this time. Questions about the appropriateness of your participation should be addressed the Assistant Director for Administration through the phone number, email, fax or mail information on the front of this packet. In addition to the completed Conference Application Form and payment, each applicant must provide **two** letters of reference from professionals who can document his or her capacity to participate in such an intensive learning experience. Please provide the information requested below for two officers of your organization, faculty members, supervisors, personal therapists, and/or colleagues who know you well and can document your personal integrity and capacity to participate in an intensive learning experience such as this. These individuals will be asked to write a letter and/or will be contacted by phone or email to attest to the above.

Name of Recommender # 1 Title Organization

Address City State Zip

Phone E-mail

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Name of Recommender # 2 Title Organization

Address City State Zip

Phone E-mail

**Application Deadline**

**Applications must be processed by Friday January 19, 2018 or the application will not be processed.**

**Please send completed application to:**

**Olivia Tinati**

**Group Relations Conference**

**The Family Institute**

**618 Library Place, Evanston, IL 60201**

**Phone: (847)733-4300 ext. 590, Fax: (847)733-0390**

**Email: tavistock@family-institute.org**