

# **BELGIRATE III**

## **Tradition, Creativity and Succession in the Global Group Relations Network**

*An International Conference*

**5-8 November 2009**

**Hotel Villa Carlotta  
Belgirate  
Lago Maggiore, Italy**

### **CONFERENCE SPONSORS**

**The A. K. Rice Institute for the Study of Social Systems**

**OFEK – The Israeli Association for the Study of  
Group and Organizational Processes**

**The Tavistock Institute**

## Background to Belgirate III

The first international Belgirate Conference, *Group Relations Conferences: Reviewing and Exploring Theory, Design, Role-Taking and Application*, was held in 2003. This conference focused on developments in the field of group relations work since the first Leicester Group Relations Conference was held in 1957. The Leicester Conference became a basic model for similar conferences held in many countries around the world, but over the years, these conferences were influenced, both consciously and unconsciously, by developments in psychoanalytic theory and practice as well as by social, cultural, religious, spiritual and geographical influences. In addition, the essential principles of group relations conferences came to be applied in other contexts such as “theme conferences”, training programs in organizational consultancy, academic management training and organizational interventions.

Thus, the second Belgirate Conference, *Adaptation and Innovation: Theory, Design and Role-Taking in Group Relations Conferences and their Applications*, was held in 2006 to continue the exploration of developments in the field. With this second conference, an identity and a tradition had begun to take shape – a conference focused on the notion of group relations and held in Belgirate every three years.

Continuing in this tradition, Belgirate III will extend the work of the previous conferences by focusing on and exploring tradition, creativity and succession, significant themes that clearly emerged in the first two conferences. However, this time the field of exploration is the global group relations network – a network of group relations practitioners, group relations organizations and the group relations conferences and applications that are initiated, promoted and carried out by them. The conference will combine both the traditional scientific mode of formal paper presentations, with discussion, and a structured here-and-now exploratory event.

Belgirate III is jointly sponsored by the Group Relations Programme of the Tavistock Institute; OFEK, Organization, Person, Group – the Israeli Association for the Study of Group and Organizational Processes; and the A. K. Rice Institute for the Study of Social Systems.

## Primary Task

To provide opportunities to learn about, and explore, the roles of tradition, creativity and succession in the global group relations network.

## Membership

This conference is intended for people who have held administrative, consultative or directorial roles in group relations conferences. Applications for membership will be accepted on a first-come, first-served basis. **Places are limited, so early registration is advised.** (Please see Administrative Information for information on reduced fees for early registration.)

## Conference Events

**Opening Plenary:** This opening session will include an introduction to the conference and an opportunity to share experiences of crossing the boundary into the conference.

**Introductions in Groups:** Following the Opening Plenary, members will have an opportunity to become better acquainted with some of their colleagues in small group settings.

**Keynote Presentations:** There will be two keynote presentations focusing on the themes of the conference. Each presentation will be followed by buzz groups and a general discussion with the presenter(s). Scheduled presenters and their topics are:

***“Climbing Fast up the Ladder?!” – The Lived Experience of Directing***  
**Eliat Aram, PhD, C Psych**

***Experiential Learning: The Indian Experience from the Proto-historic Period to the Present***

**Gouranga P. Chattopadhyay, DPhil, FA Sc & T, FAISA, FCSA** Chief Executive Officer, Chattopadhyay Associates, Kolkata; Emeritus Professor, Academy of HR (Ahmedabad); Professional Member, Indian Society of Applied Behavioural Science.

**Ajeet Narain Mathur, PhD (IIS)** Professor, Indian Institute of Management, Ahmedabad, and Director, Group Relations Conference on Authority, Organisation, Strategy and Politics of Relatedness; Affiliate Member, IPA, DCWE (Delhi), CE (Tampere).

**Morning Reflections and Associations:** The second, third and fourth days will begin with morning reflections and associations, which will be convened by two participants.

**Exploratory Event:** The task of this event will be to explore conscious and unconscious forces and meanings underlying the conference and its themes of tradition, creativity and succession. The event will open in a plenary session and, after five sessions, conclude in a plenary discussion.

**Parallel Presentations:** These presentations, listed below, will comprise three parallel presentations in each of three sessions. The presentations will be followed by a plenary discussion on how the conference themes expressed themselves through these presentations. Both the presentations and the plenary will be chaired and convened by conference participants. The following presentations are scheduled:

***Administration and Creativity in the Leicester Conferences***

**Rachel Kelly, BA, MSTAT** Professional Development Coordinator, The Tavistock Institute; Teacher of the Alexander Technique.

***Beyond Succession: Learning from Experience of being the Board of Group Relations Nederland***

**Pim Stafleu, MSc Clin Psych** Consultant in Organisations; Co-founder and Partner, VECU Organisatiebegeleiding, the Netherlands; Co-founder, Worknet International; Associate, OPUS; Chair, Group Relations Nederland.

**Doris L. Gottlieb, MSc Mass Communication** Organizational Consultant, Amsterdam; Board Member, Group Relations Nederland.

**Janine van Oosten, MPC** Change Management Consultant to Organizations; Manager, Vessel Traffic Management, Port of Amsterdam; Counsellor, the Netherlands; Member, Advisory Board, USG/CCC; Board Member, Group Relations Nederland.

**Gerard van Reekum** Organization Scientist and Consultant; Co-founder, InterSysteem Consulting Partners, the Netherlands; Member, ISPSO; Associate, OPUS; Board Member, Group Relations Nederland.

***Creation and Destruction: Entering the Void, Letting Come, Letting Go, and Letting Be***

**Bruce Irvine, FRSA, MA Clin Psych** Executive Director and Senior Organisational Analyst, The Grubb Institute, UK; Co-Programme Director, National Public Transformation Programme, Trinidad and Tobago.

***Group Relations in Australia: Exploring Intergenerational Dynamics in the Field and their Implications for Group Relations Praxis***

**Brigid Nossal, PhD** Senior Associate, Innovative Practice Consulting.

**Susan Long, PhD** Professor, Creative and Sustainable Organisation, Creative Organisational Systems Group, RMIT University (part time); Organisational Consultant.

### ***Leadership and Innovation in Management and Consultancy***

**Mónica Rocío Velarde Lazarte, Lic Psy** Professor of Group Relations, Universidad Peruana de Ciencias Aplicadas; Managing Director, T-Consult, Advisers in Leadership and Institutional Transformation, Lima; Member, Praxis International Network, IFSI, International Leadership Association, InnovAccion (Peru), International Association of Group Psychotherapy and Group Processes; Consultant Certified in the Postgraduate Program, Leading Consultation, of IFSI and Hull University.

### ***Learning from Experience and the Experience of Learning: How Can These Two Co-exist in an Academic MBA Program?***

**Oren Kaplan, PhD, MA, MBA** Clinical Psychologist; Associate Professor and Head, the MBA Management and Business Psychology Program and the Marketing and Advertising Department, School of Business Administration, the College of Management, Rishon Le-Zion; Member, OFEK.

**Judith Levy, PhD** Senior Teacher, Department of English, Hebrew University of Jerusalem; Faculty, Management and Business Psychology Program at the College of Management, Rishon Le-Zion; Organizational Consultant; Member, OFEK.

**Avi Nutkevitch, PhD**

**Miri Tzadok, MA** Clinical Psychologist/Psychotherapist, Clinical Supervisor and Organizational Consultant in private practice; Faculty, Management and Business Psychology Program at the College of Management, Rishon Le-Zion; Member, OFEK.

### ***Mentoring: When Succession and Creativity Topple Tradition***

**Beverly Malone, PhD, RN** Chief Executive Officer, National League of Nursing, New York; Permanent Faculty, Leading Consultation; Member, IFSI; Member and Fellow, A. K. Rice Institute for the Study of Social Systems.

### ***Past and Present: Germans, Jews, Israelis, Palestinians and Others Today. Thoughts on a Conference***

**Louisa Diana Brunner, MSc** Management and Organisational Consultant, Italy; Member, OFEK, OPUS, CSGSS (the Boston Affiliate of the A. K. Rice Institute for the Study of Social Systems), Associazione Il NODO Group; Treasurer, Partners in Confronting Collective Atrocities (PCCA e.V.).

**Fakhry Davids, MSc** Fellow, Institute of Psychoanalysis, London; Psychoanalyst and Writer on the Psychology of Racism; Member, PCCA e.V.

**Mira Erlich-Ginor, MA** Training Analyst, Israel Psychoanalytical Society; Faculty, POCD; Past Chair, OFEK; Secretary, PCCA e.V.

**Veronika Grueneisen, PhD** Training Analyst, DPG/IPA, Germany; Organisational Consultant and Partner, TELOS GbR; Member, AOC Society; Chairperson, PCCA e.V.

**Adib Jarrar, DESS, MA** Independent Organisational Consultant and Clinical Psychologist, France and Palestine; Member Board of Advisors, Treatment and Rehabilitation Center for Victims of Torture (TRC), Palestine.

**Dorothee v. Tippelskirch-Eissing, PhD, Dipl-Psych** Psychoanalyst (German Psychoanalytic Association/IPA) in private practice; Lecturer/Supervisor, Abraham Geiger College, Germany.

### ***Robben Island as a Container for Diversity Dynamics: The Director's Experience***

**Michelle S. May, MA Clin Psych** Senior Lecturer, Department of Industrial and Organisational Psychology, University of South Africa (UNISA); Present Director, the Annual Robben Island Diversity Experience.

**Frans Cilliers, DPhil** Professor, Department of Industrial and Organisational Psychology, University of South Africa (UNISA); Past Director, the Annual Robben Island Diversity Experience.

**Closing Plenary:** This closing plenary will provide opportunities to review the conference as a whole and to work on the process of ending.

## Conference Schedule

Thursday, 5 November	Saturday, 7 November
14:00 – 15:00 Opening Plenary	08:45 – 09:25 Morning Reflections and Associations
15:00 – 15:15 Break	09:30 – 11:00 Parallel Presentations II
15:15 – 16:30 Introductions in Groups	11:00 – 11:30 Coffee Break
16:30 – 17:00 Coffee Break	11:30 – 13:00 Exploratory Event IV (cont.)
17:00 – 18:30 Keynote Lecture: J. Mathur and G. Chattopadhyay	13:00 – 16:00 Lunch and Free Time
19:00 Dinner and Free Evening	16:00 – 16:30 Coffee Break
	16:30 – 18:00 Exploratory Event V (cont.)
	18:00 – 20:00 Dinner
	20:00 – 21:30 Exploratory Event Plenary
Friday, 6 November	Sunday, 8 November
08:45 – 09:25 Morning Reflections and Associations	08:45 – 09:25 Morning Reflections and Associations
09:30 – 11:00 Keynote Lecture: E. Aram	09:30 – 11:00 Parallel Presentations III
11:00 – 11:30 Coffee Break	11:00 – 11:15 Coffee Break
11:30 – 13:00 Parallel Presentations I	11:15 – 12:00 Plenary Discussion of Parallel Presentations
13:00 – 14:30 Lunch	12:00 – 12:15 Break
14:30 – 16:00 Exploratory Event I	12:15 – 13:00 Closing Plenary
16:00 – 16:30 Coffee Break	13:00 Lunch and Departure
16:30 – 18:00 Exploratory Event II (cont.)	
18:00 – 20:00 Dinner	
20:00 – 21:30 Exploratory Event III (cont.)	

## Roles in the Conference

### Management Team

**Eliat Aram, PhD, CPsych** Interim Director, The Tavistock Institute; Organisational Development and Change Consultant and Coach; Chartered Psychologist and Psychotherapist; Associate Member, Grubb Institute; Member, OFEK. London, UK.

**Robert F. Baxter, MD** Child and Adolescent Psychiatrist and Psychiatric Consultant; Past President and Fellow, A. K. Rice Institute for the Study of Social Systems. Bonita Springs, Florida, USA.

**Avi Nutkevitch, PhD** Clinical Psychologist and Psychoanalyst (Israel Psychoanalytic Society); Organizational Consultant; Co-Director, The Program in Organizational Consultation and Development: A Psychoanalytic-Systemic Approach; Faculty, MBA Program, College of Management, Rishon Le-Zion; Member and Past Chairperson, OFEK. Tel-Aviv, Israel.

### Administrator

**Anne-Marie H. Kirkpatrick** Former Administrator and Honorary Fellow, A. K. Rice Institute for the Study of Social Systems. Jupiter, Florida, USA.

### Chairs and Conveners

Some events in the conference will be chaired or convened by participants in the conference.

## Administrative Information

**Dates and Times:** The conference will begin at 14:00 on Thursday, 5 November 2009 and end at 13:00 on Sunday, 8 November 2009.

**Venue:** Hotel Villa Carlotta, Belgirate, Lago Maggiore, Italy, about one hour northwest (by taxi or train) from Milan. The conference will be residential.

**Working Language:** The working language of the conference will be English.

**Fees:** The fee for the conference is \$1,425, including a non-refundable application fee of \$175 and hotel single accommodation with full board. The fee for a participant sharing a double room with another conference participant is \$1,300. **Early registration fees (before 1 August 2009)** of \$1,275 single/\$1,150 double are available. In all cases, the registration fee of \$175 must accompany the completed application. The remainder must be paid by 15 September 2009. Withdrawal after 14 October 2009 will incur a 50% cancellation fee.

**Application:** The completed Application Form, accompanied by a check (drawn on a US bank and made payable to the A. K. Rice Institute) for the registration fee of \$175 or full payment, should be sent to:

Program Director  
The A. K. Rice Institute for the Study of Social Systems  
P.O. Box 1025  
Rainer, Washington 98576  
USA

**If registering using either VISA or MasterCard, the Application Form can be faxed to 01-360-446-3961 or completed online at [www.akriceinstitute.org](http://www.akriceinstitute.org)**

For further information, please contact Ms. Kirkpatrick at 01-561-744-2688 or [akriceak@aol.com](mailto:akriceak@aol.com)

## **Sponsors of the Conference**

**The A. K. Rice Institute for the Study of Social Systems** is a non-profit educational institute in the United States committed to enhancing peoples' understanding of the complex dynamics that influence their ability to work, manage and lead in today's continually changing organizations. The Institute's goal is to support the development of more effective, productive organizations while enhancing the individual's skills as leader, manager and/or team member. Founded in 1970, AKRI now sponsors group relations conferences, a biennial meeting (the AKRI Symposium) and training workshops. It also publishes books and occasional papers in the group relations field, available in print and through the AKRI website [www.akriceinstitute.org](http://www.akriceinstitute.org).

**OFEK, Organization, Person, Group – The Israeli Association for the Study of Group and Organizational Processes** is a non-profit company for the benefit of society. It was founded in 1985 and has over 70 members. Its primary aim is to help promote learning and change in individuals, groups, organizations and society through the study, development and application of psychoanalytic and open systems theories regarding groups and organizations. OFEK's activities include annual international group relations conferences, Hebrew speaking 'Israeli' group relations conferences, theme conferences, an annual symposium on topical issues and the publication of an internal journal. OFEK also co-sponsors a two-year program in Organizational Consultation and Development: A Psychoanalytic-Systemic Approach.

**The Tavistock Institute** is a not-for-profit consultancy, research and professional development organization which applies social science to contemporary issues and problems. It was founded in 1947 and has a charitable status. The Tavistock Institute is engaged with research, organizational development consultancy, executive coaching, evaluation and professional development work, all in service of supporting change and learning. The Institute is interested in inter-organisational relations, the emergence of knowledge society, and problems of organization, including embedding diversity, multi-culturalism and the delivery of public policy. The Institute's Group Relations Programme runs conferences designed for the experiential learning of group processes and is most known for its annual two-week Leicester conference. The Institute also publishes extensively. It edits and owns the international journal "Human Relations", and in 1994, in conjunction with Sage Publications, it launched "Evaluation: The International Journal of Theory, Practice and Research".

## Application Form for Belgirate III

\*Surname \_\_\_\_\_

\*Forename \_\_\_\_\_ \*Ms/Mrs/Mr/Dr/etc. \_\_\_\_\_

Address

No. & Street \_\_\_\_\_

City/State \_\_\_\_\_

\*Country of Residence \_\_\_\_\_ Post/Zip Code \_\_\_\_\_

Email \_\_\_\_\_

Telephone country code \_\_\_\_\_ city code \_\_\_\_\_ FAX \_\_\_\_\_

Nationality \_\_\_\_\_ Gender \_\_\_\_\_

\*Profession \_\_\_\_\_ Age \_\_\_\_\_

Membership in incorporated group relations organization? no \_\_\_\_\_ yes \_\_\_\_\_

If yes, name of organization \_\_\_\_\_

Please indicate roles you have taken in group relations conferences:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\*will appear in the list of participants

### Registration Fees

\_\_\_ \$1,275 early (before 1 August 2009) single registration fee

\_\_\_ \$1,150 early (before 1 August 2009) double registration fee\*\*

\_\_\_ \$1,425 single registration fee

\_\_\_ \$1,300 double registration fee\*\*

\_\_\_ \$1,075 registration fee for parallel presenter

\_\_\_ \$175 application fee (*with remainder due by 15 September 2009*) to reserve:

\_\_\_ Early single-\$1,275 \_\_\_ Early double-\$1,150\*\* \_\_\_ Single-\$1,425

\_\_\_ Double-\$1,300\*\* \_\_\_ Parallel presenter-\$1,075

\*\*double registration fees are only accepted with the name of the conference participant with whom you plan to share a room:

\_\_\_\_\_

\_\_\_ A check, drawn on a US bank and made payable to the A. K. Rice Institute, is enclosed

\_\_\_ Please charge my VISA or MasterCard \$ \_\_\_\_\_

Card No. \_\_\_\_\_ Exp. Date \_\_\_\_\_

Security number (three digit number on back) \_\_\_\_\_

Cardholder's Name \_\_\_\_\_

Cardholder's Signature \_\_\_\_\_

Cardholder's Address and Telephone if different from above \_\_\_\_\_

\_\_\_\_\_

Signature \_\_\_\_\_ Date \_\_\_\_\_

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**5-8 November 2009**

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