

# Group RelationsConference:

Authority and Leadership  
InGroups and Organizations

Visible & Invisible



**Tao is invisibly empty, but its use is extremely plentiful.**

**It is profound like the originator of all things.**

**It shows no sharpness, stays away from entanglements,  
glows with veiled radiance, mingles with dust.**

**It is formless and invisible, but indeed exists.**

**I do not know where it comes from**

**It seems to have appeared before the existence of God.**

**-----Lao-Tsu (6<sup>th</sup> Century B.C.)**

**Organized by**

**Division of Group Counseling and Group Therapy, China Association for Mental Health**

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

**Supported by**

**The Research Center for Corporate Innovation and Competitiveness, Renmin University of China**

**June 6-10, 2018**

**Beijing, China**

*An experiential conference in the Tavistock tradition offering  
a unique opportunity to study group and organizational processes*

[grcchina2018@163.com](mailto:grcchina2018@163.com)

## RATIONALE& AIMS: LEARNING FROM EXPERIENCE

Effective leadership and the meaningful exercise of authority require more than intellectual and technical understanding. The Group Relations model in the Tavistock tradition provides a well-defined context within which to examine group-level forces and dynamics as they occur in the here-and-now. As people work in groups, families and other social systems, their participation takes on many different meanings—influencing thoughts, feelings and action. The confluence of individual meanings powerfully affects the identities, roles and authority we take on in groups, schools, organizations, institutions, communities and society.

**Members of a group relations conference have the opportunity to directly experience:**

- ♦ How people join and engage in group work, delegate and resist authority, and develop roles and reputations.
- ♦ How people contribute to and obstruct getting the group's work accomplished.
- ♦ How members of a group exercise authority, power and influence in meaningful and appropriate ways—both as leaders and as followers.
- ♦ Group collusion in the creation and enabling of maladaptive roles.
- ♦ Group support for recovery from these maladaptive roles.

**In applying the learning from group relations conferences, having two or more people from the same organization attend the conference together is often useful.**

## STRUCTURE & METHOD

**This Conference is designed for individuals who wish to study the exercise of authority in groups and understand more about their experiences and reactions to exercising and encountering authority.**

The Conference is organized as a sequence of group and inter-group interactions.

**Events include experiences in:**

♦ **Small Group—**

Examines the life of an eight to twelve members group as it unfolds. One or more consultants assist the group with the task.

♦ **Large Group—**

Consists of all conference members with a team of consultants and meets to study its own behavior in the here – and - now in a situation in which face-to-face interaction is problematic or impossible.

♦ **Institutional Event—**

Members form their own groups to interact with other member groups and with staff. The primary task of the IE is to study the relationships between and amongst groups, including the staff and institution management team.

♦ **Review /Application Group—**

Consists of five to seven members with one or more consultants; provides opportunities for members to further reflect on their experiences and roles in the different Conference events and relate them to their work roles in community and institutional settings.

*Please note: The conference is designed to provide an integrated experience. Learning occurs not only during individual conference events but also from their sequence and relationship to one another; therefore, membership entails a commitment to attend all events.*

## SCHEDULE OF EVENTS

Wednesday June 6	Thursday June 7	Friday June 8	Saturday June 9	Sunday June 10
			08:15 - 09:15 IE5	
	08:45 - 10:00 SG1	08:45 - 10:00 SG3	09:30- 10:30 AM IE6	08:45- 10:00 SG5
	10:30 - 11:45 LG1	10:30 - 11:45 LG3	10:45-11:45 IE Plenary Review	10:30- 11:45 LG5
	13:00 - 14:15 SG2	13:00 - 14:00 IE Plenary And IE 1	13:00 - 14:15 SG4	13:00 - 14:00 Plenary Conference Review
		14: 15- 15:15 IE2		14:15- 15:15 RRAG4
	14: 45- 16:00 LG2		14:45- 16:00 LG4	
		15:30- 16:30 IE3		15:30- 16:30 Social Hour
		16:45- 17:45 IE4		
19:15- 20:15 Plenary Conference Opening	19:15- 20:15 RRAG1	19:15- 20:15 RRAG2	19:15- 20:15 RRAG3	
SG-Small Study GroupRRAG-Role Review and Application Group LG-Large Study Group IE-Institutional Event				

## REGISTRATION

### **Membership:**

Enrollment will be limited to 60 members; early registration is advised. The registration deadline is April 1<sup>st</sup>, 2018. Applicants should send email to [grcchina2018@163.com](mailto:grcchina2018@163.com) asking for registration form and send back after having filled out the form.

### **Scholarships:**

The conference provides a limited number of need-based scholarships (each about 10-15% of the registration fee). Please ask for the scholarship application form by writing to [grcchina2018@163.com](mailto:grcchina2018@163.com) and the application deadline for scholarship is March 1<sup>st</sup>, 2018.

### **Reference Letter:**

Experiential learning can sometimes be stressful. Therefore, individuals who are ill or experiencing a period of significant personal difficulty should forego attend this time. In addition to the completed Conference Registration Form, each applicant must provide a letter of reference from someone who can vouch for his capacity to participate in an intensive learning experience. The applicant is responsible for seeing that this letter is submitted before April 10<sup>th</sup>, 2018. Letters should be sent via e-mail to the conference – mail address: [grcchina2018@163.com](mailto:grcchina2018@163.com).

### **Letter of Admission:**

Will be issued by April 30<sup>th</sup>, 2018.

### **Payment of Fees:**

Registration fee is USD1,200 to cover conference materials, lunch, and snacks and certificates. Thanks to the generous support from the Research Center for Corporate Innovation and Competitiveness, Renmin University of China, registration fee is reduced to USD1,000 (including conference materials, lunch, and snacks and certificates.) . Admitted applicants should make the payment by May 5<sup>th</sup>, 2018, after having received the admissions letter in which payment details are included.

### **Withdrawals and Cancellations:**

Withdrawals after May 15, 2018 will not be refunded unless the positions are filled by someone on waiting list.

### **Hotel:**

Should you need help in making reservations for your stay during the conference, please contact the admin team via email [grcchina2018@163.com](mailto:grcchina2018@163.com) for hotel information. Accommodation is NOT covered by the registration fee.

### **Photograph:**

There will be a photographer to help members or staff taking photos during the open plenary and/or social hour. The pictures will be used for the website of DGCGT and A.K.Rice. If you do not want your picture to be taken, please contact the admin team via [grcchina2018@163.com](mailto:grcchina2018@163.com) beforehand.

## AUTHORITY FOR THE CONFERENCE

This conference is hosted by the Division of Group Counseling and Group Therapy, China Association for Mental Health and the A. K. Rice Institute; supported by the The Research Center for Corporate Innovation and Competitiveness, Renmin University of China.

The A.K. Rice Institute for the Study of Social Systems, a not-for-profit organization, was established in 1970 to advance knowledge of the dynamics of groups, organizations and social systems. The principles and methods of this Conference originated at the Center for Applied Social Research, Tavistock Institute of Human Relations, London, England under the leadership of the A.K. Rice. The Washington School of Psychiatry and the Department of Psychiatry of Yale University Medical School introduced conferences using these principles and methods to the United States in 1965.

[grcchina2018@163.com](mailto:grcchina2018@163.com)

## CONFERENCE STAFF

### **Conference Director:**

**Jeffrey D. Roth, MD, FAGPA, FASAM, FAKRI:** Lecturer, Psychiatry, University of Chicago Medical Center; Adjunct Faculty, Chicago School of Professional Psychology; Editor, Journal of Groups in Addiction and Recovery; Medical Director, Working Sobriety; Private Practice; Member and Past President, CCSGO; Fellow, AKRI.

### **Associate Conference Director:**

**Evangeline Sarda, JD:** Associate Clinical Law Professor, Boston College Law School; Director, Prosecution Clinic; Co-director, Criminal Justice Clinic; Group Relations International-East (GRI-E); Member, New York Center for the Study of Groups, Organizations and Social Systems; Associate, AKRI

### **Assistant Director for Administration:**

**Louise Lu, PhD:** Associate Professor, Counseling Center of Beijing Jiaotong University; Secretary General of The Division of Group Counseling and Group Therapy, China Association for Mental Health. She was the culture interpreter for conference in 2014 in Beijing, member for 2015 in Chicago, admin member for 2016, preconference admin and member for 2018 consultant-training in March, preconference admin and consultant-in-training for 2018 advanced consultant-training in November.

### **Consulting Staff:**

**Barney Straus, LCSW:** Private Practice, Chicago, IL, Executive Director, Adventure Forward Therapy, Chicago, IL, Adjunct Faculty, Loyola University Chicago, School of Social Work, and Roosevelt University, Department of Psychology; Associate, AKRI, Member, CCSGO.

**Franca Fubini:** Psychoanalytic psychotherapist, organizational consultant and group analyst in private practice. Senior Fellow of University College of London; has taught in the field of HR at Rome and Perugia universities; member of staff and director of GRCs in Italy and internationally. Chair of the Gordon Lawrence Foundation for the promotion of Social Dreaming, vice chair of Il Nodo Group; IPSO and OPUS member.

**Isabelle Reiniger, LCSW:** Adjunct Faculty, Loyola, School of Social Work; Private Psychotherapy Practice, Evanston & Chicago, IL; Organizational Consultant, Evanston, IL; Member and Secretary, CCSGO; Associate, AKRI.

**Janice K. Wagner, LICSW:** Private Psychotherapy Practice, Boston, MA; Volunteer for the Asylum Program, Cambridge Legal and Counseling Center, Cambridge, MA; Past-President and Member, Center for the Study of Groups and Social Systems, Boston, MA; Associate, AKRI.

**Lori Schweickert, MD:** Medical Director, 3-C Family Services, Cary, NC; Adjunct Faculty, Duke University, Durham, NC; President, Triangle Guild of the Catholic Medical Association; Board Member, Center for the Study of Groups and Social Systems (CSGSS), the Boston Affiliate of the A. K. Rice Institute for the Study of Social Systems (AKRI), Training and Certification Program, AKRI.

**Ming-Hui Daniel Hsu, PhD:** Counseling Psychologist and Organizational Consultant in Private Practice, Taipei, Taiwan; Member, New York Center for the Study of Groups, Organization and Social Systems; Associate, AKRI.

**Raymond F. Bakaitis, PhD:** Associate Clinical Professor, Department of Psychology, University of California, Los Angeles (U.C.L.A.); President, GREX, the West Coast Affiliate of the A. K. Rice Institute for the Study of Social Systems.

**Seth Harkins, EdD:** Principal, Harkins Educational Consulting and Advocacy; Adjunct Professor, National Louis University; Board Member and Chairperson, Illinois Community and Residential Services Authority; Past President and member, CCSGO; Vice President and member Midwest Group Relations Center; Associate, AKRI.

**Administrators:**

**Louise Lu, PhD:** Associate Professor, Counseling Center of Beijing Jiaotong University; Secretary General of The Division of Group Counseling and Group Therapy, China Association for Mental Health. She was the culture interpreter for conference in 2014 in Beijing, member for 2015 in Chicago, admin member for 2016, preconference admin and member for 2018 consultant-training in March, preconference admin and consultant-in-training for 2018 advanced consultant-training in November.

**Robert Tittmann, MD:** Psychiatrist and Psychoanalyst in private practice,; staff psychiatrist, Boston College Counseling Service; member, Boston Psychoanalytic Society and Institute; member, Boston Center for the Study of Group Relations.

**Xiaofeng Sun:** Master of Psychological Counseling, Unfinished PhD of Personality and Counseling, Interpersonal Approach Group Therapist and Supervisor. Member of AGPA. Member of Group Relations Conference (Beijing, Chicago, Hong Kong, Tavistock, New Orleans), Member of Tavistock-China Group Dynamician Training Program) and Tavistock-China GRC.