

The Center for Applied  
Psychological & Family  
Studies  
at  
The Family Institute  
at Northwestern University

# Sponsor the 44<sup>th</sup> Annual

The Chicago Center for the  
Study of Groups and  
Organizations  
(CCSGO),  
An affiliate of the A.K. Rice  
Institute

# Group Relations Conference

## Authority, Leadership, and Diversity in Groups, Organizations, and Society: Navigating a Divisive World

### Conference Director

Vicki Seglin, PhD

### Conference Associate Director

Katherine Harding, PsyD

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 group and organizational life. This Conference will benefit professionals in the fields of business, human resources, organizational development, government, education, and mental health and all those who are interested in understanding irrationality in the larger society.

### Date & Time

Friday, February 1, 2019, 5:00 p.m. to  
Sunday, February 3, 2019, 4:30 p.m.

### Location

The Family Institute  
618 Library Place  
Evanston, IL 60201

### Contact Information

**Phone:** 847.733.4300, ext. 590  
**Email:** [tavistock@family-institute.org](mailto:tavistock@family-institute.org)  
**Fax:** 847.733.0390  
**Mail:** Laura Connor, MA, LPC  
Group Relations Conference  
The Family Institute  
618 Library Place  
Evanston, Illinois 60201

### Registration Deadline

Applications **must** be postmarked  
or delivered by January 15, 2019 to  
be processed

### Continuing Education Units

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

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

# Group Relations Conferences in the Tavistock Tradition

*"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**

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.

## Background and Sponsorship

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 44<sup>th</sup> annual weekend Group

*"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**

Relations Conference held at Northwestern University and the twelfth year of sponsorship by The Center for Applied Psychological and Family Studies at 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.

## Conference Design and Primary Task

The Conference is a temporary educational institution whose purpose is to create an 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.

### **Conference Schedule**

#### **Friday, February 1:**

Registration opens at 4:00 p.m.  
Conference begins at 5:00 p.m.  
& ends at 10:15 p.m.

#### **Saturday, February 2:**

Conference begins at 8:30 a.m.  
& ends at 10:15 p.m.

#### **Sunday, February 3:**

Conference begins at 8:30 a.m.  
& ends at 4:30 p.m.,  
followed by a reception until 5:00  
p.m.

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, on overt and covert levels.

## Staff Roles

*"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.

## Confidentiality, Suitability, and Feedback

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

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 both experiential and reflective experiences.

### **Experiential 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 working 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, 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.

### **Reflective Events**

**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 members 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.

*"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**

**Vicki Seglin, PhD**, Licensed Clinical Psychologist, Private Practice of Psychotherapy, Organizational and Clinical 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.

**Conference Associate Director**

**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).

**Assistant Director of Administration**

**Laura Connor, MA, LPC**, Staff Therapist, Mindfulness and Behavior Therapies Program, The Family Institute, Chicago and Evanston, IL

**Consultants and Observers**

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

**Janice G. Brewington, PhD, RN, FAAN**, Chief Program Officer and Director, Center for Transformational Leadership, National League for Nursing, Washington, DC; Organizational Development Consultant & Executive Coach; Member, A.K. Rice Institute, Midwest Group Relations Center, and Chicago Center for the Study of Groups and Organizations

**Karl Briedrick, MA, LPC**, Postgraduate Fellow, The Family Institute at Northwestern University, Evanston, IL

**Diana Castañeda, LCPC**, Staff Therapist, Community Counseling Centers of Chicago (C4), Chicago, IL; Member, The Chicago Center for Psychoanalysis, Chicago, IL

**Kratika Choudhary, MA, APCC # 3203 (CA), NCC**; Psychotherapist, Whole Living Center, Cambridge, MA

**Santiago Delboy, MBA, LCSW, S-PSB**, Psychotherapist and Founder, Fermata Psychotherapy, Chicago, IL; Founder, Argo Marketing Consulting, Chicago, IL; Preceptor, The Center for Applied Psychological and Family Studies, The Family Institute at Northwestern University, Evanston, IL

**Matthew Frantz, MA, LCPC**, Owner and 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.

**Jennifer Friedman, MD, LPC**, Therapist at Skylight Counseling Center, Skokie, IL

**Derek Harris, MA, LCPC**, Managed Care Coordinator, Thresholds, Chicago, IL; Member, The Chicago Center for the Study of Groups and Organizations, Chicago, IL

**Clive Hazell, PhD, DN, LCPC, NCC**, Counseling Psychologist, Body and Mind, Chicago, IL.

**Robert Hsiung, MD**, Private Practice of Psychiatry, Chicago, IL; Member, Chicago Center for the Study of Groups and Organizations; Board Member, Illinois Group Psychotherapy Society; Former Board Member, American Group Psychotherapy Association; Founding Member and Past President, International Society for Mental Health Online; Founder, dr-bob.org

**Mark Kiel, PsyD, ABPP, CGP**; Dean of Counseling, Health and Wellness 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; Clinical Lecturer, Northwestern University; Member, A. K. Rice Institute; President, The Chicago Center for the Study of Groups and Organizations, Chicago, IL

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

**Helena Lee, MA, LCPC**, Private Practice of Psychotherapy, Chicago and Libertyville, IL; Staff Therapist, Chicago Psychoanalytic Institute Adult Psychotherapy Clinic, Chicago, IL

**Xiaohua Lu, PhD**, Associate Professor, Counseling Center of Beijing Jiaotong University; Secretary General of The Division of Group Counseling and Group Therapy, China Association of Mental Health; Consultant in training by Division of Group Counseling and Group Therapy, China Association of Mental Health and candidate in waiting of A.K. Rice Institute

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

**Chazé P. Roberts, LMFT**, Staff Therapist, Community Program Supervisor, The Bette D. Harris Family and Child Clinic, The Family Institute at Northwestern University, Evanston, IL; Director, S.O.U.L. Creations, Inc., Evanston, IL

**Ellen L. Short, PhD**, Associate Professor, Department of Counseling and School Psychology, School of Education, Long Island University, Brooklyn Campus. Board of Directors of AKRI and Member of The New York Center for the Study of Groups and Social Systems.

**Olivia Tinati, MA, LPC, NCC**, Psychotherapist, Smart Love Family Services, Chicago and Oak Park, IL

**Courtney L. Washington, PsyD, CSAYC, HSPP**, Licensed Clinical Psychologist, Park Center Incorporated, Fort Wayne, IN; Board Member, Chicago Center for the Study of Groups and Organizations

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

**Sarah Yi, MA, LPC**, Associate Director, Full Circle Program, Chicago, IL; Staff Counselor, Sankofa Psychological Services, Chicago, IL; Staff Counselor, John Marshall Law School Counseling Center, Chicago, IL

**Administrators**

**Thomas Favale, Jr., DVM, MSW**, Small animal veterinarian with a special interest in behavior. Pending certification in Neurosequential Model of Therapeutics. Speaker on experiential mindfulness. Member AGPA, AKRI, NASW

**Leah Goldgar, MA, LPC**, The Chicago School of Professional Psychology; Assistant Director of Administration, University of Pennsylvania Group Relations Conference 2019; Member, American Group Psychotherapy Association.

**Carly Grace Herrera, Biomedical Engineering BS**, BioTech and BioMaterials specialization Northwestern University. Self-employment: Carly Grace Coaching and Holistic Sensatibles. Healing Touch level 1 certification, Essential oil and Yoga 200 YTT certification pending; 2019 and Jungian Studies Program 2020 Cohort

**Aschylus Robinson, MSW, LSW**, specialization in Gero-ed; Adult Protective Services Social Worker, Catholic Charities, Chicago, IL;

**Pre-Conference Administrators**

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

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

**Kratika Choudhary, MA, APCC # 3203 (CA), NCC**; Psychotherapist, Whole Living Center, Cambridge, MA

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



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 Tuesday January 15, 2019. To resign & receive a refund minus a \$25.00 fee, requests must be received in writing by Tuesday January 15, 2019. I understand & agree to the policies regarding refunds, confidentiality and tasks.

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

**Applications are due Tuesday January 15, 2019, 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, 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. Letters from each reference should be sent to the Assistant Director of Administration at [tavistock@family-institute.org](mailto:tavistock@family-institute.org). References will be called for follow-up in the event letters are missing or unclear.

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Name of Recommender # 1	Title	Organization
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Address	City	State      Zip
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Phone	E-mail	

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Name of Recommender # 2	Title	Organization
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Address	City	State      Zip
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Phone	E-mail	

**Application Deadline**

**Applications must be sent in by Tuesday, January 15, 2019 or the application will not be processed.**

**Please send completed application to:  
Laura Connor, MA, LPC  
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](mailto:tavistock@family-institute.org)**