

A.K. Rice Institute -  
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Institute as an Incubator Initiative  
in the development and  
exploration of Group Relations



# EXPLORING THE DYNAMICS OF AUTHORITY AND ACCOUNTABILITY

IN THE  
DIGITAL  
ERA

June 30 - July 3, 2020





# EXPLORING THE DYNAMICS OF AUTHORITY AND ACCOUNTABILITY IN THE DIGITAL ERA

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## **The conference primary task:**

To study the dynamics of authority relations and accountability in the digital era in an online temporary institution

# The Sponsoring Organizations

<p><b>A. K. Rice Institute</b></p>	<p>The A. K. Rice Institute for the Study of Social Systems® (AKRI) is the educational, not-for-profit organization for Group Relations in the United States. The Institute's educational mission is the study of how unconscious thoughts and feelings significantly impact our lives when we are in groups—from family to workplace to nation.</p>
 <p>Group Relations India</p>	<p><b>Group Relations India (GRI)</b> promotes experiential learning of individual, group, and organisational processes using systems psychodynamic and socio-analysis approaches, which pay particular attention to unconscious processes. GRI offers group relations conferences, workshops and other learning events for the enhancement of skills and competencies in this area. It also networks with like-minded professional bodies and organizations to further this aim. <a href="http://www.grouprelationsindia.org">www.grouprelationsindia.org</a></p>
 <p>OFEK Organization Person Group</p>	<p><b>OFEK - Organization, Person, Group</b> – The Israeli Association for the Study of Group and Organizational Processes (Public Benefit Non-Profit Company) is an educational non-profit organization founded in 1986. 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 in the Tavistock tradition of Group Relations. Since its establishment OFEK has run annual international Group Relations conferences in association with The Tavistock Institute of Human Relations, London. It also runs bi-annual Hebrew language conferences, theme conferences, bespoke conferences and workshops for organizations, scientific meetings, ongoing professional development courses (<b>Touch OFEK Courses and Workshops</b>) and additional activities both for its members and for the wider public. <a href="http://www.ofek-groups.org">www.ofek-groups.org</a></p>
 <p>THE TAVISTOCK INSTITUTE®</p>	<p><b>The Tavistock Institute of Human Relations</b> is a not-for-profit organisation which applies social science to contemporary issues and problems. It was formally founded as a registered charity in 1947. The Institute is engaged with organisational development and change consultancy, executive coaching and professional development, evaluation and action research, in support of sustainable change and ongoing learning. Our staff work creatively with people involved in innovative activities, working across boundaries or in difficult situations. We combine research and analytical skills with practical help in devising creative responses and in following through to implementation. We are particularly known for our capacity to work with issues that are otherwise hidden, sometimes unconscious. More information on <a href="http://www.tavinstitute.org">www.tavinstitute.org</a></p>
 <p>Universiteit Utrecht Inside Dynamics in Organisations</p>	<p><b>Utrecht University-</b> Inside Dynamics in Organisations; Theory and Practice of Working with Hidden Processes in Organisations is a post academic executive programme offered by Utrecht University. A unique programme in the Netherlands, with a history of almost thirty years, making system-psychodynamic concepts available for professionals and leaders to apply, providing learning to work effectively in/with complex organisational dynamics; with an in depth understanding of the emotional world. <a href="http://uu.nl/executive/ido">uu.nl/executive/ido</a> (in Dutch)</p>

# The Conference Management/Staff Team

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The Staff work as collective management for the boundary conditions of the temporary institution of this working conference. As this is our first exploration of the online group Relations conference we chose to work with a Chair of the management team rather than a Director to provide us all with the space to think a-fresh about the roles and methods of authorisation in collectivist enterprises. The dynamics of the staff team are also available for study.

**Ganesh Anantharaman**, M. Phil. Political Science; Member of Programs Committee, Group Relations India (GRI); Organization Consultant living in Chennai, India. He has been on the staff of several Group Relations Conferences in various roles since 2003, including that of Co-Director in the 2019 GRI Conference.

**Dr. Leslie Brissett (Chair)** is the Director of the Group Relations Programme, Principal Consultant and Company Secretary of the Tavistock Institute of Human Relations, London UK.

**Cathy Chen-Rennie, MA CPCC** Executive Coach (Capriole Consulting) and Program Manager (Google). Member, A. K. Rice Institute for the Study of Social Systems, Vice President, Grex and member, CSGSS (West coast and Boston centers, respectively, of the AK Rice Institute).

**Drs. Martha.C.M.Mens** Psychologist and Master Psychodynamic Counselling. She works as a senior consultant located within the Ministry of the Interior and Kingdom Relations, Co-program developer, supervisor and consultant in the Post academic executive program *Inside Dynamics in Organisations* at the Utrecht University School of Governance.

**Jack Marmorstein** is President of the A. K. Rice Institute for the Study of Social Systems. He holds graduate degrees in literature and psychology and has worked for over 20 years in educational technology. He lives in Philadelphia.

**Dr. Sivanie Shiran** is Faculty head of the leadership area at the Arison School of Business, IDC Herzliya. She also serves as a Leadership Consultant at IMD Business School and at the Wexner Foundation, Israel. She is a licensed Clinical Psychologist and Jungian Psychoanalyst, and a member of OFEK.

**Dr. Mónica Velarde Lazarte.** Professional Partner of the Tavistock Institute of Human Relations, London, UK. Licensed Psychologist. Founder of Socioanalytic Practice.

# Background to this Conference

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In recent years interest in the possibility of running an online GRC has been expressed and explored in different parts of the global Group Relations community. The Covid-19 era has accelerated interest and experimentation in this space. The current group formed with the conscious intention of trying to pilot a conference for group relations staff from which the global group relations community could benefit and learn.

## Conference Authorisation

Group Relations sponsoring organisations, OFEK, A.K Rice Institute, Tavistock Institute of Human Relations, and Group Relations India along with Utrecht University are the sponsoring organisations for the conference. The staff team found each other through personal relationships and historic role connections and expressed and developed their desire to work together. In some cases a set of legitimizing institutional commitments were obtained in the early stages of our work. Nonetheless, we have established a sponsoring framework in which to develop this enterprise and through which authorisation can be located and examined and challenged.

# Administrative Information

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## Fee

The conference fee of 200 USD is payable to the Tavistock Institute of Human Relations. Payment mode and details will be shared with accepted applicants. Bursaries are available. Requests should be sent to Cathy Chen-Rennie, the conference administrator, at [eGRC2020@gmail.com](mailto:eGRC2020@gmail.com)

## Membership

Applications will be accepted on a 'first come, first served' basis, along with the additional criterion of enabling geographical representation from as many countries as possible. Since this is a pilot online international GRC, we aim to encourage membership from as many geographies as possible. However, the constraint of time zone variance may not make it feasible for members from all countries to participate.

## Eligibility

Eligible applicants will have staffed at least one residential group relations conference.

# Conference Timeframe


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## **Conference Timeframe:**

The conference will begin on Tuesday, June 30 at 9 am EST and end on Friday, July 3rd at 13:00 EST. The conference will be comprised of four synchronous hours daily as well as an additional asynchronous event (the RAD) that will extend for 1.5 hours (including the break) either just before or just after the synchronous timeframe. Registered participants will be invited to select their preferred asynchronous time slot in advance of the conference and effort will be made to accommodate their preference.

## **Pre-Conference Tech Orientation:**

An administrative orientation will also be available for members before the start of the conference (specified times TBA). During this event members will have an opportunity to be oriented to the technology that will be used during the conference. Members need only attend the administrative orientation if they so choose.



# Conference Schedule

TIME ZONE (EST)	June 30	July 1	July 2	July 3
	Tuesday	Wednesday	Thursday	Friday
7:30 - 8:30		RAD	RAD	RAD
8:30 - 9:00	Break (30')			
9:00 - 10:00	OP	LSG	LSG	LSG
10:00 - 10:30	BREAK (30')			
10:30 - 11:30	OE (OP)	OE	OE	CP
11:30 - 12:00	BREAK (30')			
12:00 - 13:00	OE	OE	OE (CP)	
13:00 - 13:30	BREAK (30')			
13:30 - 14:30	RAD (60')	RAD (60')	RAD (60')	



# Tech Requirements for Participation:

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Eligible members should have access to the following:

- A personal computer with stable and secure internet connection
- A private space and/or a headset with microphone (this is in order to insure confidentiality for all members)
- Access to the Zoom application
- An email account that is compatible with the chosen conference applications (queries can be directed to the conference administrator).

# Application Form:

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Eligible participants are invited to fill out the application form by Sunday, June 21 at 20:00.

To access the application form click [\*\*here\*\*](#)

Questions can be directed to Cathy Chen-Rennie, the conference administrator at:  
[\*\*eGRC2020@gmail.com\*\*](mailto:eGRC2020@gmail.com)