



#A.I. AUTHORITY & INTERSECTIONALITY

LEADING ACROSS DIFFERENCE

**An Experiential Conference
in the Tavistock Tradition**

THE CONNORS CENTER – DOVER, MA
WED JAN 19, 2022 – SUN JAN 23, 2022

DEAR PROSPECTIVE MEMBER

A headline becomes national or global news overnight. Stakeholder opinions divide and factions rise. Pithy hashtags trend, shaping and reshaping perspectives. All before your morning coffee. As the boundaries between the social, the political and organizational life appear to further dissolve, your stakeholders want to know - *Where do you and your organization stand? What does your leadership mean in light of 'hashtag now'?*

Regardless of your formal position in an organizational system - these tensions have a high impact. Understanding more about group dynamics and unconscious social algorithms at play between the intersections of role, social identity, and authority can increase your capacity to meaningfully navigate the demands of 'hashtag now' - at work, in your communities and beyond.

This conference explores two primary layers of organizational life – one that we think we see and know, and another that is hidden out of awareness yet driving much of our activity. The ability to exercise leadership, mobilize roles and make decisions is significantly impacted by dynamics that are unconsciously held within groups.

Examining dynamics beneath the surface and learning how they take shape in organizations can help to regain clarity in the wake of our rapidly changing landscapes. Yet the opportunity to examine the nature of organizational life, what we import into it and our collective influence on it, is rare or non-existent. This conference is your opportunity to creatively explore that work.

Working together over five days we will create a temporary institution to explore leadership, authority and intersectionality in the context of creativity at work..

CANDICE A. CRAWFORD-ZAKIAN, PSY.D.
CONFERENCE DIRECTOR

PRIMARY TASK

The primary task of the conference is to provide opportunities to learn about the dynamics of groups that are evoked and encountered during the exercise of leadership and authority in relation to identity.

LEARNING METHOD

#A.I. Authority & Intersectionality: Leading Across Difference is a residential, group relations conference in the Tavistock tradition, designed to help participants learn first-hand about unconscious activity in social systems and its impact on organizational life.

The primary task of this conference is to provide opportunities to learn about the exercise of leadership and authority in relationship to intersectionality and creativity in organizational life.

Rather than learning in the traditional format from teachers or experts, the approach is based on learning from experience itself. This conference offers direct experience of the challenges of managing the complex forces that impinge on the work of groups and organizations, and how these interact with the experience of individuals. It is a setting in which these dynamics can be experienced and explored, within groups, between groups, and within the system as a whole.

*"The conference is an intense, **unconventional and practical** learning environment. It provides unique opportunities for the most valuable kind of learning – the kind that enables and frees one up to be more present and deliberate in different roles."*

— GIANPIERO PETRIGLIERI,
ASSOCIATE PROFESSOR, INSEAD

CONFERENCE EVENTS

The Conference design is based on two types of events: **Experiential and Review.**

Experiential events provide members with immersion in different types of groups that are vital for organizational life. Group activity is examined in the “here-and-now” to provide members the opportunity to learn about processes that are ordinarily out of awareness.

Review events provide opportunities to crystalize member’s experiential learning to enable them to apply their insights to the groups, systems and institutions in which they ordinarily function.

EXPERIENTIAL

Small Study Group - 8 to 12 group members, with a staff consultant, to learn about the dynamics of teams and small groups in “real time.”

Large Study Group - All members, with several staff consultants, to learn through experience what is evoked in large groups. This simulates the process and dynamics of larger social systems as they struggle with formation, transition, collaboration, fragmentation, and rapid change.

Institutional Event - All members and staff focused on how subgroups are established, and how they develop relationships with each other. Issues involved with organizing, establishing inter-departmental relationships, assuming roles, managing differences in power and authority, come to the fore.

REVIEW

Plenaries - Three plenary meetings involve all members and staff working together. The Opening plenary introduces the specifics of the conference and reviews issues of entry. The second addresses the meaning and experience of the Institutional Event. The final plenary, on the last day, focuses on making sense of the overall Conference.

Review & Application Groups -

Consisting of 5 to 7 members with a staff consultant. The primary task of these sessions are to review the conference and apply member experience to their outside roles and systems. This bridging work is designed to provide opportunities for members to develop insight that will have concrete and practical importance.

CONFERENCE STAFF

ADMINISTRATION



DIRECTOR

CANDICE A. CRAWFORD-ZAKIAN, PSY.D.

Psy.D. Clinical Psychology, The George Washington University; Post-Doctorate in Psychodynamic Research and Psychological Testing, Cambridge Heath Alliance/Harvard Medical School

Adjunct Lecturer & Executive Coach, Harvard University Graduate School of Education; Leadership Development Consultant, INSEAD (France); Assistant Professor, William James College; Consultant & Owner, HumanStudio, LLC; Affiliate Consultant, Konu, LLC; Consultant, Subculture; Member, A.K. Rice Institute; Member, Society for the Psychological Study of Social Issues



ASSOCIATE DIRECTOR

SHERI-ANN COWIE

Ph.D. Counseling Psychology, New York University

Co-Owner, Executive Coach, and Leadership Development Consultant, Reflect & Relate Leadership; Adjunct Professor, New York University; Therapist and Owner, Children's Century LLC; Analytic Candidate, The William A. White Institute; Member, A.K. Rice Institute; Center for the Study of Groups and Social Systems; The New York Center



ADMINISTRATOR

NYACKO PEARL PERRY

MS Organization Development with Distinction, American University

Founder & Equity Diversity Inclusion Consultant, Independent; Managing Partner, All In Consulting; Organization Development Partner, Comfort Kitchen; Advisory Board Member, ABCD (Dorchester/Roxbury Site); 500-hour Professional Level Yoga Teacher; Afro Flow Yoga® Certified Instructor

CONFERENCE STAFF



ASSISTANT ADMINISTRATOR

AMBER N. WILLIAMS, MA

M.A. Higher Education Leadership, The University of San Diego

House Director and Pre-Major Advisor, The University of Pennsylvania;
Co-creator, Podcaster, and Blog Curator, Group Relations International;
Member and former Internal Director, A.K. Rice Institute

CONSULTANTS



SARAH J. BRAZAITIS

Ph.D. Social-Organizational Psychology, Teachers College, Columbia University

Associate Professor of Practice and Program Director, Social-Organizational Psychology MA Program, Teachers College, Columbia University; Faculty Director, Principles and Practices of Organization Development (PPOD), Executive Education in Change and Consultation, Teachers College, Columbia University; Consulting Psychologist in Independent Practice; Associate, The New York Center for the Study of Social Systems, Fellow, A.K. Rice Institute



LESLIE B. BRISSETT, PHD

MSc (London School of Economics), PhD (Trinity College), Cert JD

(University College London), Cert. Analytic Network Coach, TIHR Cert D@BL

Group Relations Programme Director, Principal Researcher/Consultant and Company Secretary, Tavistock Institute of Human Relations, London (UK). Supplemental Magistrate, Her Majesty's Judiciary, (UK). Board Advisor, Eggtooth, (UK). Chairman Burgundy Corporation (USA). ISPSO Institutional Member

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YARO FONG-OLIVARES, MS

MS Organizational Change Management, The New School

Yaro is a Senior Learning Advisor and Coach, Center for Women and Business, Bentley University. President, Executive Committee, New York Center for the Study of Groups, Organizations & Social Systems. Member, A.K. Rice Institute

*"...interpersonal and organizational dynamics are an important part of being an effective manager, **the conference exposed me to a powerful way of building that kind of insight**, a way that I want to explore further."*

— PARTNER, LAW FIRM

CONFERENCE STAFF



RENÉ MOLENKAMP, PHD

Masters of Divinity, Jesuit School of Theology at Berkeley; PhD in Pastoral Counseling, Loyola University, Maryland

Leadership Consultant and Executive Coach, International Institute for Management Development, Switzerland and Judge Business School, Cambridge University, UK; Professor of Practice, Department of Leadership Studies, University of San Diego; Fellow, the A.K. Rice Institute for the Study of Social Systems; Co-founder and Executive Director, Group Relations International



EDWARD R. SHAPIRO, M.D.

M.A. Anthropology, Stanford University; M.D., Harvard Medical School

Former Medical Director/CEO, Austen Riggs Center; Clinical Professor of Psychiatry, Yale Child Study Center; Author, *Finding a Place to Stand: Developing Self-Reflective Institutions, Leaders, and Citizens*; Co-author, *Lost in Familiar Places: Creating New Connections between the Individual and Society*. Distinguished Life Fellow, American Psychiatric Association; Fellow, A.K. Rice Institute (AKRI); Fellow, American College of Psychoanalysis; Principal, Boswell Group of New York; Board, International Dialogue Initiative (IDI); Advisory Board, Partners Confronting Collective Atrocities (PCCA)

*"A unique and powerful opportunity to learn. It was a **challenging and valuable** experience that has made me a more conscious and effective leader."*

— ERIC BUEHRENS,
CEO, LEAN ENTERPRISE INSTITUTE, BOSTON, MA

COVID PROTOCOLS

In an effort to create as Covid-safe an experience as possible, the following protocols will be strictly upheld. Registration for this conference constitutes an agreement to adhere to the following:

- All staff members and conference participants must be fully vaccinated and provide documentation of vaccination status
- All staff members and conference participants must be tested for Covid no more than 48 hours before arrival to the conference.
- All staff members and conference participants must wear N95 masks, with a minimum of 3ply layers. No cloth or gator masks will be permitted. The conference administration team will have masks available for those who do not have masks that meet this criteria.
- Adhere to social distance guidelines at all times.
- If you become ill, suspend further participation in conference events and report any Covid like symptoms immediately to the Connors center and the conference staff.

**These guidelines may change should local or national Covid conditions change. It is advised that participants purchase travel insurance to protect against potential financial loss in the event that the conference is cancelled or changed to an online only event.*

LOCATION & REGISTRATION

LOCATION

The conference will take place at The Connors Center in Dover, MA. The Connors Center is a 50,000-square-foot facility that caters to a wide variety of residential events. The center provides lodging and food services on-site and is owned and operated by Boston College. It is located less than 20 miles from Boston. More information can be found on their website at <https://www.bc.edu/offices/retreat.html>

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REGISTRATION

The conference will take place starting Wednesday, January 15th promptly at 1pm and close on Sunday, January 19th at 1pm. Onsite Registration will begin at 11am and end at 12:45pm. The learning in this conference is experiential and immersive, as such, members are expected to attend the conference in its entirety. You may wish to postpone your attendance if you are unable to attend the full conference. Given the experiential nature of this conference, which at times can elicit strong emotional experience, participants who are currently navigating significantly challenging life events are also encouraged to consider postponing their attendance.

WHO IS THIS FOR? WHO HAS ATTENDED?

ORGANIZATIONS

Anne E Casey Foundation
(AECF)
Amherst College
Austen Riggs Center
Brien Center
Blue Ridge Wilderness
Gould Farm
The Dallas Foundation
INSEAD
Harvard Business School
Google
EY
PwC
Young Samuel Chambers
Princeton University
Howard University Graduate
School of Education

Harvard Medical School
Merrimack Repertory
Theater
UMass Boston
Boston Psychoanalytic
Society & Institute
The George Washington
University

INDUSTRIES

Healthcare
For-Profit Business
Non-Profit
Education
Creative Arts

Anyone wanting to develop their ability to act effectively within their groups, networks and institutions, no matter age or walk of life. No prior experience is necessary. A wide variety of organizations and industries have been represented in the conference membership.

PRICE

\$3,500 - EARLY BIRD CORPORATE RATE

Individuals who are being sponsored by their employers who register by Dec 5th, receive a \$400 discount.

\$2,500 - EARLY BIRD NON-PROFIT RATE

For Individuals being sponsored by a non-profit organization fees are reduced by \$1000. Register by Dec 5th and receive an additional \$400 of the regular price of \$2900. Registration includes meals and lodging.

\$3,000 - EARLY BIRD SELF PAY RATE

Individuals who are not being sponsored by their employers who register by Dec 5th.

\$2,900 - EARLY BIRD GRI/CSGSS MEMBER

Members of Group Relations International and CSGSS receive a \$600 reduction with an additional \$400 off before Dec 5th.

\$2,700 - SELF PAY W/PLUS 1, EARLY BIRD

Register with one other person from your organization or professional network for a \$800 discount and a \$400 early bird reduction if registered before Dec 5th. Registration includes meals and lodging.

We work hard to make the conference available to anyone who wishes to attend and aim to support a wide variety financial circumstances. Please contact Nyacko Pearl Perry to inquire about options for fee reductions.

** Lodging and meals are included in the conference fee. Rooms are single with shared bathrooms. Limited rooms with private baths are assigned randomly by the Conners Center.*

Registration application
available online at
www.leadershipCSGSS.org

For Inquires, please contact
Nyacko Pearl Perry, Administrator
leadershipcsgss@gmail.com

SPONSORSHIP & ENDORSEMENTS



CSGSS is a non-profit organization with a mission to further the understanding of groups and organizations as social systems, with particular attention to unconscious and covert processes, the dynamics of authority and authorization, power and other differences within and among socially diverse groups, and the negotiated use of interpretation to facilitate collaborative learning. CSGSS uses the Tavistock group relations tradition of open systems and psychodynamic theories to develop group relations conferences and other events to further learning about group processes.



**GROUP
RELATIONS
INTERNATIONAL**

We are a group of people who are inspired by and passionate about group relations work, social justice and spirituality. The three are intimately connected with each other.



Registration application
available online at
www.leadershipCSGSS.org

For Inquires, please contact
Nyacko Pearl Perry, Administrator
leadershipcsgss@gmail.com