

An abstract, vibrant blue ink splash or smoke-like pattern against a bright yellow background. The splash originates from the top and bottom edges, moving towards the center, creating a sense of dynamic movement and depth. The ink forms various swirling, bubble-like shapes and elongated trails.

Caribbean  
Group Relations  
Consulting &

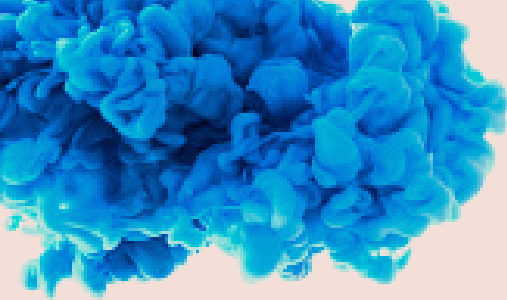
THE  
TAVISTOCK  
INSTITUTE®  
present

**AUTHORITY  
& ROLE**  
**Disruptive**  
**Caribbean Leadership**

**ONLINE CONFERENCE**

29th - 31st October 2020

**School of Education**  
**Faculty of Humanities & Education**  
**The University of the West Indies**  
**St. Augustine Campus**  
**Trinidad and Tobago**



## Dear Prospective Member,

2020 has seen the world go into a spin of anxiety and fear which has led to cancellations, postponements and devastating disruptions. How do you keep your head and heart steady and lead in these times of uncertainty?

It is rare to find leaders who are not afraid to shake things up and who have had the courage to challenge the status quo. Those are the leaders that create change they do not just respond to it. This is where innovation gets its foundations, in the capacity to be effectively and constructively disruptive.

Since 1957 the Tavistock Institute of Human Relations has created learning opportunities, Group Relations Conferences, through which leaders and senior advisers and policy makers can work together and study the impact of uncertainty on organisational life.

We have seen more and more graduates from business development programmes and University management schools stumped when faced with real-world complexity. So how do you know what you don't know? The so-called "wicked problems" are upon us, and what is often hidden beneath the surface in terms of feelings and emotions at work, can be a resource for creative and generative thinking. But first, we must disrupt the old order.

The Caribbean is coming out of a colonial past and entering a new horizon where its resources, people and culture face a new challenge. Caribbean Group Relations Consulting is hosting this 3rd gathering to explore what the Caribbean leadership could be, and how it can take charge of its destiny in the coming decade.

So if you are a leader in an organisation or service that needs to change its game, and develop a new range of skills and abilities to work effectively with complexity, to sustain performance and to contribute to a more vibrant and sustainable Caribbean, we welcome you.

This conference is unlike any other, it takes courage and creativity to engage fully, but the rewards are a new sense of self and agency in the face of change. Disrupt the old patterns.

I look forward to working with you to discover what "Authority & Role" means in the context of a "Disruptive Caribbean Leadership".

Dr. Leslie Brissett JP  
Conference Director

## THE PRIMARY TASK OF THE CONFERENCE IS

to study the exercise of leadership and authority and the dynamics of disruption within the conference as a temporary institution in its wider context.

## FOR WHOM?

**This Conference is for anyone interested in developing a deeper understanding of managerial and leadership processes in organizations. The Conference provides a structured context of different systems and sub-systems in the “here and now”. It explores the dynamics of leadership, presence, authority, change, dissent, collaboration and transformation as they arise and unfold.**

**Participants may come from private and public organizations and includes Business Leaders, Consultants, CEOs, Managers, Clinicians, Administrators, HR, Marketing, Production and Financial Professionals, National Security. Public Sector Managers, Local Authorities, Political, Diplomatic, NGOs, Religious, Educators, Activists, Researchers, Team Leaders, Medical Professionals.**

### Benefits to participants include:

- Identifying personal characteristics while exercising leadership and the effect on others
- Understanding how you influence or are influenced by others and the ensuing consequences-intended or unintended
- Locating and managing resistance to change in yourself and others
- Developing skills and sharpening insights into how strategies take shape when groups function
- Recognizing how phenomena such as alliance and coalition formation affect the understanding of the group, by the group; and how it shapes motives and power bases
- Exploring competition, rivalry and what lies beyond immediate awareness that remain hidden in everyday interaction
- Developing a capacity for creativity and interpersonal relationships and building better team performers
- Inspiring strategic thinking and improving the capacity to lead in turbulent times

### Benefits to organizations include:

- Increased capacity to lead and manage in a rapidly changing and complex environment
- Enhanced leadership and communication culture, inspiring higher levels of responsibility, accountability productivity and profitability
- Inspiring healthy interpersonal communication among the leadership and general staff - Assisting department leaders to align their departments' goals with the macro objectives of the Organization



## **WHAT IS LEARNING IN A GROUP RELATIONS CONFERENCE, AND WHAT MAKES IT SO POWERFUL?**

**In a Group Relations Conference, we create a temporary organisation that is set up to study to its own behaviour as it happens. The temporary organisation is headed by a Director and the staff team that is appointed by the Director to work with the members of the organisation. The staff do not manage the members, they work to provide consultancy in the form of working hypotheses about what may be happening in the conference events. These hypotheses are available for testing and review. In this way, we create a “Working Conference” where members are actively engaged in exploration, not sitting back being filled up with the opinions and findings of speakers, as they are in a traditional “Conference”.**

**As an active inquirer, members of the organisation will have the opportunity to explore their own assumptions, feelings and attitudes towards leadership in general, and the leadership of this Working Conference in particular. As a member encounters their own feelings and assumptions during the conference, they are equipped with first-hand experience of the ways that their staff and colleagues in their back-home organisations may encounter them. This insight gained in the working conference provides a platform for transformations in role taking and leadership.**



## WHAT PARTICIPANTS OF PAST CONFERENCES HAVE SAID

“There was a lot for me to take away and a lot to sit with. I was able to get tactical immediately in the way and frequency with which I connect with my team members.”

**James (Business Development Leader, Oil Industry)**

“I have pegged the conference as a milestone for my journey. It indeed was beneficial for me and the true test is the growth. Repeatedly making time to hear out all and not to rush the process. Calming situations to facilitate true fact finding and root cause.”

**Djarlon (Marketing, Retail)**

“The approach was quite new to me, however, it allowed me to explore alternative methods for displaying leadership in both my professional and personal life.”

**Seon (ICT Manager, Credit Union)**

“I felt that my life had changed, that my way of perceiving life was different. how. The main thing that stays in my consciousness is the developing habit of looking inward, to try to identify the lens through which I am seeing any event and to explore further what might be behind it.”

**Sharon (CEO, Education)**

“The conference truly helped to clear up some of lenses through which I view aspects of my world. The reality that there is a difference in how we interact, communicate and perform in the small (intimate) versus the large (impersonal) group was a revelation for me. I had not before perceived or appreciated the differentiated subtleties but the “cleaner” lenses certainly put a new context to real life situations and I have changed my approach with good results. In some instances, I feel less pressure to always engage and I choose where the engagement should occur. This has actually reduced my stress levels and increased my productivity.”

**Terri-Ann (Business Consulting)**



# CONFERENCE GENERAL INFORMATION

## DATES

**29th to 31st October, 2020**

## VENUE

ONLINE

## COST

Trinidad & Tobago residents TT2,800.00

Discounts

Early bird if paid before October 9th Less \$500.00

Two or more persons from an organization Less \$500.00 per participant

International participants US\$475.00

Discount

Early bird if paid before October 9th Less US\$50.00

## CLOSING DATE FOR APPLICATIONS

**Wednesday 15th October, 2020**

Cancellation incurred before 30th August, 2020: 50%

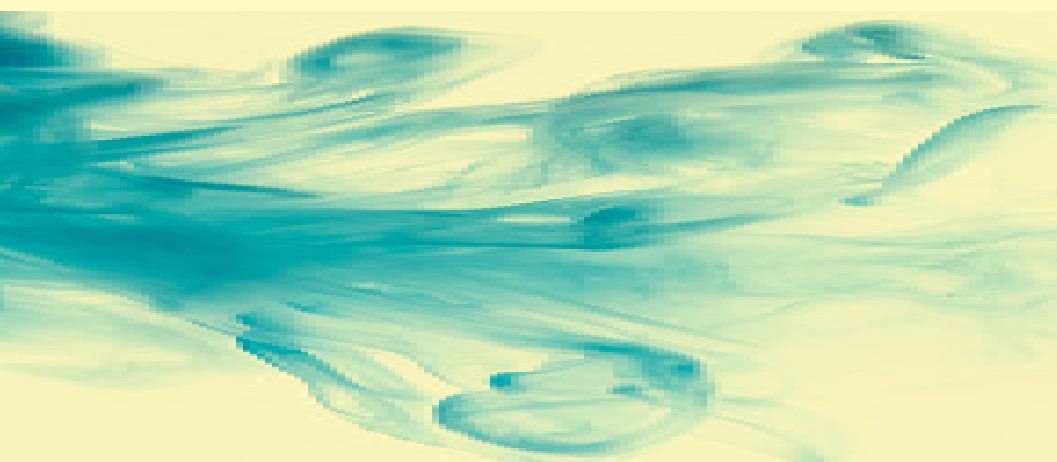
After 15th September, 2020 No refund

## HOW DO I APPLY

For more information and an application form: <http://caribbeangroupconsulting.com>  
or contact Mary Fullerton, Associate Director for Administration

E: [mary@caribbeangroupconsulting.com](mailto:mary@caribbeangroupconsulting.com)

T: 868 681 3483



**Please note: We suggest that if you are living through particular personal difficulties that you consider postponing your attendance to next year as the conference is designed as a learning event and is not a substitute for personal psychotherapy.**

## CONFERENCE STAFF

### CONFERENCE DIRECTORATE

#### Conference Director

##### **Leslie Brissett JP, PhD**

Group Relations Programme Director, TIHR; Magistrate, FE Governor, ISAAC member, BPC; UK

#### Associate Conference Director

##### **Mary Fullerton EMBA, TIHR (P3C), TIHR (DBL)**

Organizational Consultant; Director of Caribbean Group Relations Consulting Ltd.; Partner of The Buzz Limited; Founder/Director of non-profit ADHD Foundation of Trinidad and Tobago

#### Conference Operations Manager

##### **Patricia Narayansingh FCCA, ACIB**

Financial Consultant, Non Executive Director, Business Woman, Volunteer, Member of the Boards of The Heroes Foundation, The Water and Sewerage Authority, Trinidad Cement Limited

### How staff work in the Conference:

While staff and members are both participants, the conference accords them different roles. The staff members of the conference are allocated to each of the events in the role of consultants or in the role of collective management to work to the primary task of the event and to the task of the conference as a whole. This they do through the offering of working hypotheses and other forms of interventions. They work by constantly trying to make sense of their own experiences and what is happening for members. It is expected that staff hypotheses and interpretations will also create the possibility for individual members to reflect on what they represent to the group, what they are taking in from the group, and what they are contributing to the group, particularly in terms of what may be happening unconsciously and in ways that are more hidden.

### CONSULTANT STAFF

Will be drawn from the following list:

#### **Helen Carrington MSM**

Organizational Consultant at Syntegra Change Architects Ltd.; Accredited Leadership Coach; Team Coach

#### **Mary Fullerton EMBA, TIHR (P3C), TIHR (DBL)**

Organizational Consultant at Syntegra Change Architects Ltd.; Accredited Leadership Coach; Team Coach

#### **Mary Fullerton EMBA, TIHR (P3C), TIHR (DBL)**

Organizational Consultant; Accredited Leadership Coach; Director of Caribbean Group Relations Consulting Ltd; Partner of The Buzz Limited; Founder/Director of non-profit ADHD Foundation of Trinidad and Tobago

#### **Urban Hudlin OP, MSc, MA, TIHR (P3C), TIHR (DBL)**

Psychoanalytic Psychotherapist, Dublin; Dominican Priest; Director of Veritas Consultancy; Director of Caribbean Group Relations Consulting Ltd.

#### **Keith Lequay PhD**

Organisational Psychologist and certified Group Relations consultant. He is an executive member of the AKRice Institute (USA)

#### **Kathleen Stroud M.A.**

Leadership and Organizational Analyst; Director Leadership Core Ltd.

#### **Rachel Kelly, BA MSTAT**

Group Relations Consultant, Engagement & PR Manager, The Tavistock Institute of Human Relations; Member, Society of Teachers of the Alexander Technique.

## SPONSORING INSTITUTIONS



**The Tavistock Institute of Human Relations** is a not-for-profit, UK based organisation which applies social science to contemporary issues and problems. It was formally founded as a registered charity in 1947 although its work started before the War, together with the Tavistock Clinic. The Institute is engaged with evaluation and action research, organisational development

and change consultancy, executive coaching and professional development, all in service of supporting sustainable change and ongoing learning. Our staff works 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 solutions and in following through to implementation and are particularly known for our capacity to work with issues that are otherwise hidden, and sometimes unconscious. Our professional development opportunities include the Certificate in Dynamics at Board Level, the Certificate in Coaching for Leadership and Professional Development, the Practitioner Certificate in Consulting and Change (P3C) and a portfolio of Group Relations tailored events.

[www.tavinstitute.org](http://www.tavinstitute.org)

**Caribbean Group Relations Consulting Ltd.** was created to provide services in the areas of consulting, organisational change and transformation to organisations in public and private sectors. Our members work as Consultants, Psychoanalytic Psychotherapists, and Organisational Psychologists. Caribbean Group Relations Consulting Ltd., is working to develop and apply the field of Group Relations and Systems Psychodynamics in the Caribbean.

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

