



LEARNING GROUP DYNAMICS THROUGH PRESENT TIME EXPERIENCE

An experiential event in the Tavistock tradition

25 – 27th October 2019
Moscow, Russia

**We are pleased to announce a Moscow
Group Relations Event:**

**LEARNING GROUP DYNAMICS
THROUGH PRESENT TIME EXPERIENCE**

An experiential event in the Tavistock tradition

Dates & Location:

When: 1 pm 25th October to 6 pm 27th October 2019

Where: Moscow, Dubininskaya Street, 27c1

Registration: <https://apcbc.timepad.ru/event/1026885/>

Contact:

Head of Administration – Ekaterina Shapovalova

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Who is this for?

Anyone who works in teams and groups or who would benefit from understanding group dynamics. This includes: Coaches and consultants, managers, HR staff, sales staff, team leaders and members, trainers, clinicians, entrepreneurs and community workers.

What will you get from the Conference?

- An understanding of the emotional and intuitive dimension of group and organizational life
- Discovering how the group context influences how people “see” situations
- Learning about both the conscious and unconscious forces at work in group life
- Seeing how formally agreed upon and informal (un-thought out) roles are created
- Learning about how roles are taken and allocated groups
- Understanding how groups cooperate or compete, and how various differences (e.g. history, power, etc.) affect how they relate to each other
- Deep learning about conflict and collaboration within and between groups
- Learning from experience about leadership and followership



What is the task of the Event and how may it be useful?

The Overall Task of the Event is: ***To learn about group dynamics by engaging and reflecting on experience as it happens.***

The focus is on what can be understood about the group and how it shapes individual emotions and behaviour.

This is often very useful. Many who attend such events report having learned surprising things about themselves and others, and about how they have related to groups. And, most importantly, many report feeling more capable and effective in the various roles they occupy in their regular lives.

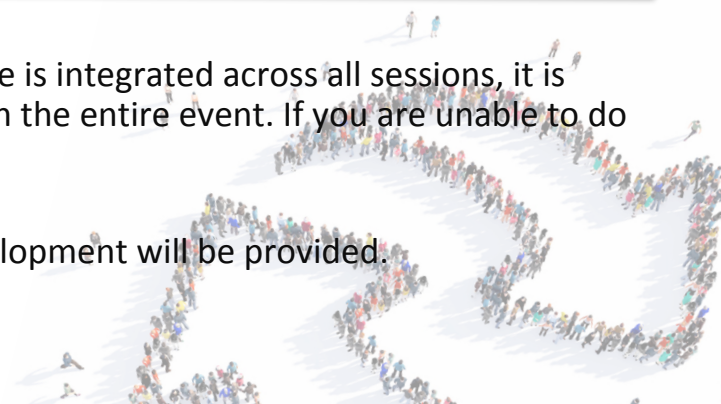
People bring experience that is shaped not just from within but also by the impact of wider shared histories. Members of work groups, consultants, coaches and clinicians know that both inner and outer drives shape how people take up and understand their complex and multiple roles.

In today's organizations, leadership is no longer simply top-down nor bottom-up. The authority to engage others in meaningful work arises from multiple sources. This is not only a question of motivation through vision or values, but of negotiating how people work together. This, in turn, is influenced by hidden resistances and motives that need to be faced before progress becomes possible. The days of resentful obedience and dominating or seductive leadership are no longer effective in organizations that increasingly require flexibility and maximum engagement of people to survive and thrive.

Participation

Because learning in this conference is integrated across all sessions, it is important that members participate in the entire event. If you are unable to do this, please wait for a future event.

A certificate of professional development will be provided.



What is the Method for learning? What is the Role of Staff?

The method of learning involves a series of events with different tasks. There will be small study groups, an inter-group exercise and review and outcome groups, each with a different task yet centering on the primary task of the conference, **to** learn about group dynamics by engaging and reflecting on experience as it happens.

Staff members will take the role of consultants and managers. As a team they will manage the whole event, its administration, recruitment and resourcing. *Unlike traditional conferences, where faculty lecture and provide intellectual input, this conference is designed for a different method of learning, one based on the experience of participants rather than the presentations or lectures of staff.* As consultants the staff will assist the group with its task of learning group dynamics as they occur. They invite members to join them in questioning and/or adding to their speculations, so all may learn from and contribute to experiences that unfold.

The methods used are based on those developed and currently practiced through the Tavistock Institute (London) Group Relations Programme, the A.K. Rice Institute (USA) and through other affiliated centres across the world.

Please note: *this event is not designed as a therapy although individuals may gain valuable personal insights and experience. It does provide an experience that can be emotionally demanding and challenging. Because these conferences can be intense and emotionally challenging, we encourage people who are in stressful situations to attend at a later date.*



Event languages

The event will be in English and Russian. In working with groups of members, staff will work in English or Russian, or both languages with the possible assistance of a translator.

The application form includes a section to say whether you can work in English or in Russian.

Application Form

Application form is available via the link:

<https://apcbc.timepad.ru/event/1026885/>

After filling in the application you will be transferred to the payment section.

Fees, Payment and Cancellation

Conference Fee is 30 000 RUR

Discount for APCBC members and HSE students is 4 000 RUR

Early bird discount is 4 000 RUR (payment prior to 1st September)

Discounts can be summed up.

Payment is to be made by debit/credit card online via the link:

<https://apcbc.timepad.ru/event/1026885/>

Cancellation policy: 75% return if cancellation occurs prior to the 1st October, 25% return if cancellation occurs on or after the 1st October.

Staffing

Director:

Richard Morgan-Jones Group Relations, Organizational Consulting and Executive Coaching. Supervising and Training Psychoanalytic Psychotherapist with British Psychotherapy Foundation, Author. Registered member of British Psychoanalytic Council (BPC). Elected Board member of International Society for Psychoanalytic Society of Organizations (ISPSO). Mentor and member of the AK Rice Institute (USA) and member of the Organization for Promoting the Understanding of Society (OPUS). Visiting faculty member at the Indian Institute of Management at Ahmedabad, India and the Higher Education College Moscow, Russia. Associate consultant of Work Lab, New York. Director of Work Force Health: Consulting and Research.

Assistant Director/ Training:

James Krantz, Ph.D. is an organizational consultant and researcher from New York City where he is a principal of Worklab, a firm that concentrates on strategy implementation and senior team development. Jim earned his Ph.D. in Systems Sciences from the Wharton School. He has served on the faculties of Yale and Wharton and has taught at numerous universities including Columbia, Harvard, INSEAD and the Universidad de Chile. Jim's writing focuses on the impact of emerging social trends on management, leadership in contemporary organizations, and on the socio-psychological challenges posed by new forms of organization. He is past president and Honorary Member of the International Society for the Psychoanalytic Study of Organizations (ISPSO), a Fellow of the A.K. Rice Institute, and former Director of the Center for Socio-Analytic Studies at IPTAR. He serves on the editorial boards of the Journal of Applied Behavioral Science, Organisational and Social Dynamics, and Socio-Analysis.

Staffing

Senior Consultant:

Jolita Buzaitytė-Kašalynienė, Ph.D Associate professor of Sociology and Social Work Institute, Vilnius University. Independent Expert of the Youth Department at Ministry of Social Security and Labour. Member of Lithuanian Sociological Society and Lithuanian Scouting Association; Representative, Vydūnas Youth Foundation; Co-founder and President, Lithuanian Group Relations Society. Based in Vilnius, Lithuania.

Administration:

Ekaterina Shapovalova MSc Management (LUBS, Leeds, UK), MA Psychology (HSE, Moscow) Psychodynamic coach and business consultant working with private clients and organisations, psychodynamic psychotherapist. Managing partner at Subcon Business Solutions, Senior lecturer on the Master's Program 'Psychoanalysis and Business Consulting' at Higher School of Economics, Member of ISPSO, Board member and Certified Professional Business Coach of Association of Psychoanalytic Coaching and Business Consulting. Based in Moscow.

Elena Kudinova M.A. Psychology, Business and Team Coach working with business organizations, business owners and start ups. Elena is an expert in family business succession.

Staffing

Consultants in Training

Ekaterina Dzhabar-Zade M.A. Psychology, Independent psychodynamic coach and consultant specializing in work with individuals, groups and organizations in private and public sectors. Staff member Masters' Program 'Psychoanalysis and Business Consulting' National Research University Higher School of Economics. Certified Analytic-Network Coach, Certified Professional Business Coach of Association of Psychoanalytic Coaching and Business Consulting. Member of ISPSO. Based in Moscow, Russia.

Irena Izotova M.A. Psychology, Executive and Team Psychoanalytic Coach and Organizational Consultant, Certified Dynamic Consultant (CFAR), Certified Analytic-Network Coach working with business organizations, business owners and start-ups. Psychoanalyst of Lacanian orientation. Member of faculty at Higher School of Economics, Master's Program 'Psychoanalysis and Business Consulting'. Member of ISPSO. President and Certified Professional Business Coach of Association of Psychoanalytic Coaching and Business Consulting. Based in Moscow.

Translator:

Nadezhda Truntova - Translator in private practice

Sponsoring Organizations

ASSOCIATION OF PSYCHOANALYTIC COACHING AND BUSINESS CONSULTING

APCBC was set up in 2014, is the first and largest professional association in the field of applied psychoanalysis of business in Russia. Set up by the management and alumni of the Masters' Programme "Psychoanalysis and Psychoanalytical business consulting" of HSE (see next page for info) the Association aims to foster further professional development of specialists in the field and promote psychoanalytic approach and methods in working with organisations, groups and leaders in business and educational societies. APCBC offers professional support in various formats: educational events, professional conferences, supervision support to over a hundred members so far and is strategically determined to closely cooperate with international professional societies in the field, firstly with ISPSO. 10 members of APCBC are also members of the International Society for the Psychoanalytic Study of Organizations (ISPSO), including two members of the organising committee for this event.

MASTERS PROGRAMMES "PSYCHOANALYSIS AND PSYCHOANALYTIC BUSINESS-CONSULTING" AND "PSYCHOANALYSIS AND PSYCHOANALYTIC PSYCHOTHERAPY" AT HIGHER SCHOOL OF ECONOMICS, MOSCOW

National Research University – Higher School of Economics has long been among the leading Russian universities. It is especially renowned for its management and business studies programmes.

The pioneering Masters' Programme "Psychoanalysis and Psychoanalytic Business Consulting" run by Prof. Andrey Rossokhin is the only higher education programme in the field of applied psychoanalysis of business in Russia. The programme aims not only at educating highly competent professionals in the field of coaching and psychoanalytic business consulting but also at creating a strong and viable community of professionals and a constantly developing school of practitioners and experts.

The Masters' Programme "Psychoanalysis and psychoanalytic psychotherapy" also run by Prof. Andrey Rossokhin unites the leading Russian and international specialists in the field, various schools of psychoanalysis (French and Anglo-Saxon models). It combines in-depth theoretical training with extensive practical work. Integration, openness, and uniting professional space are the major principles of the programme.