

complexity, role and connection - transforming our leadership

A five-day residential
Group Relations Conference

7 - 11 July 2020

The conference can be taken as a stand-alone event or as part of the Certificate Programme by The Institute for Leadership and Transformation (TILT), the Tavistock Institute of Human Relations (TIHR) and the Gordon Institute of Business Science (GIBS).



THE
TAVISTOCK
INSTITUTE®

Gordon Institute
of Business Science
University of Pretoria

Primary task

To provide opportunities to learn, through experience and in the here-and-now, about transforming our leadership roles during the ever-shifting complexities and connections of the conference as a temporary institution.

An opportunity to learn

A Group Relations Conference (GRC) provides unique opportunities to study organisations as ever-evolving human systems. The conference takes the form of a temporary learning organisation that comes to life during the opening moments of the conference, studies its own dynamics as they unfold, and dissolves at the end. It is an accelerated 'real time' learning laboratory.

As participants become aware of their own reactions and responses while navigating complexities and connections when transforming their leadership roles, they are invited to take an investigative stance towards their here-and-now experiences in the conference.

Structure

This year the conference will consist of three sub-conferences. Some conference events are specific to each sub-conference whilst others are for the conference-as-a-whole. Over the course of the conference the complexities and ever-shifting relations within and between these sub-systems are open for scrutiny:

Who should attend?

- Anyone who desires an in-depth understanding of leadership and organisational life: Team leaders, CEOs, project managers, entrepreneurs, consultants, coaches and educators. Participants come from business, education, government, health services, NGOs, the arts, politics etc.

Benefits to organisations

- Improves strategic thinking;
- An understanding of how organisational culture works;
- Developing capacity for thoughtful, effective action;
- More effective management, based on understanding people in context as individuals, as members of groups, organisations and the wider society;
- Increased capacity to lead and manage in uncertain or rapidly changing environments; and
- The opportunity for direct feedback about issues and challenges in the workplace and how to apply the conference learning back in your organisation.

- **Beginning Sub-Conference** for people who are new to Group Relations work in the Tavistock tradition;
- **Immersing Sub-Conference** for people who have participated in a five-day Group Relations Conference or have equivalent Group Relations Experiences;
- **Advancing Praxis Sub-Conference** for people who have had multiple Group Relations Conference experiences and who wish to specifically advance their ability to work in conferences and apply their Group Relations experiences in other settings.

If you are uncertain for which sub-conference to apply for, please consult the Conference Administrator, Lurinda Maree.

Conference staff

The conference staff provides and maintains the boundaries of the conference as a temporary learning organisation. Within these boundaries the conference participants (members and staff) work towards the primary task of the conference and the various tasks of the different subsystems and events that constitute the conference. The role of staff is not to passively observe or evaluate members, but to utilise their experience and being-in-the-moment to offer working hypotheses, interpretations and observations to assist members in their work towards the primary task, in the here-and-now. The staff therefore has both a management and a consulting role. The way in which staff take up their roles is always open for exploration.

Conference Directorate

Conference Director & Director of Beginning Sub-Conference

Michelle S. May : DLitt et Phil (South Africa) - Clinical psychologist: HPCSA (Health Professions Council of South Africa); Professor: Department of Industrial and Organisational Psychology, UNISA (University of South Africa); Programme manager: Doctorate in Consulting Psychology; Director (2002 to 2014): Robben Island diversity experience (RIDE).

Associate Conference Director & Director of Immersing Sub-Conference

Jean Cooper : PhD (South Africa) - CEO: The Institute for Leadership and Transformation (TILT); Organisational and Leadership Consultant; Registered Industrial Psychologist.

Associate Conference Director & Director of Advancing Praxis Sub-Conference

Keith Lequay : Ph.D. (Trinidad & Tobago): Organisational Psychologist; Associate of AKRICE Institute (USA); Group Relations consultant.

Conference Administrators

Lurinda Maree : (South Africa). MCom, University of Pretoria. Registered Psychologist (cat. Industrial); Organisational Consultant in Change and Transformation. BA Drama (Hons), University of Pretoria. Systems Psychodynamics Consultant. Applied Theatre Specialist.

Mncedisi Nkhoma : B.Compt (Unisa) - Professional Accountant (SA).

Consulting Staff will be drawn from the following list:

Eliat Aram PhD, CEO: The Tavistock Institute of Human Relations; Applied Complexity theory educator; Chartered Psychologist, BPS (British Psychological Society); Gestalt psychotherapist and supervisor, London, UK; Partner, the Group Relations faculty Teachers College Columbia University, NYC, USA; Member, OFEK (The Israeli Association for the Study of Group and Organizational Processes), Israel.

Frans Cilliers (DPhil, North West University). Emeritus Professor (UNISA), Extraordinary Professor (NWU), Psychologist (cat. Industrial), Systems Psychodynamically informed organisational consultant and coach.

Adrian Parsadh is a registered Industrial/organisational psychologist; Organisational development, Leadership, Change consultant and executive coaching psychologist. He has more than 18 years combined experience in various sectors. He has consulted on many systems psychodynamics workshops and conferences. He has attended the AK Rice Institute Tavistock conference in Chicago, IL. He is a long standing and active member of the SIOPSA Interest Group in Systems Psychodynamics of organisations and Interest Group in Coaching and Consulting Psychology.

Matome Enias Mafokoane MBA, MM Public & Development Management (South Africa) - Organisational Change & Development Consultant and Coach; Founder and Managing Member: Ditlou Solutions Management, Organisation Development and Training Consultancy; Board Member: Africa Board for Coaching, Consulting and Coaching Psychology.

Hanna Kotze MA Soc Work (NMU). Organizational and diversity consultant, business and leadership coach in private practice. Clinical private practice.

Lineo Ledwaba MA Rhodes University, Group Relations Consultant, Analytic -Network Coach and Organizational and Leadership Consultant.

Henk Struwig D Lit Ed Phil (UNISA)- Head of Organisation Development at Investec Ltd.; Registered Industrial and Organisational Psychologist

Lerato Motsoaledi PhD (UNISA) - Organisational Development Consultant, Executive Coach and Clinical Psychologist in Independent Practice.

Thembi Kgengwenyane BComm Honours Industrial and Organisational (UNISA) - Organisational excellence, diversity, change, transformation, and strategic facilitation. Trained in Diversity Dynamics through systems psychodynamics model (Tavistock application model), Member and administrator: RIDE (Robben Island Diversity Experience); certified Analytical network coaching.

Dates

7-11 July 2020

Exact starting and ending times, plus all relevant details for joining the conference will be communicated well in advance to all registered conference members.

Venue

Roodevalley Faircity Hotel, Kameeldrift East, Pretoria

Fees

All meals and 4 nights' accommodation are included in the fee. All prices quoted include VAT.

CONFERENCE DELEGATES
Conference Fee R 30 360.00
Early Bird (before 30 March 2020) R 27 324.00
DISCOUNTED FEE FOR INDEPENDENT PRACTITIONERS, FULL-TIME STUDENTS, ACADEMICS AND PARTICIPANTS FROM THE NON-PROFIT SECTOR
Conference Fee R 27 324.00
Early Bird (before 30 March 2020) R 24 288.00

Bursaries are available. Please enquire from our Conference Administrator, Lurinda Maree.

Application Process

Spaces are limited. Visit www.tiltinternational.com for details.

30 March 2020: Early Bird application deadline.

30 June 2020: General application deadline.

Please note: The conference is designed as an environment for learning and should not be seen as a substitute for personal psychotherapy. If you are currently experiencing acute personal difficulties we advise you rather consider joining next year's conference. Or speak with Lurinda Maree, Conference Administrator, personally before registering: +27 82 477 9409.