

In cooperation with the Tavistock Institute of Human Relations, London

21st ORGLAB

23-25.06.2020

People in organizations

*Leadership, role design
and group dynamic processes
in organizations*

"ORGLAB had been one of the most important experiences for me to feel my own stability. I thank the oezpa colleagues and colleagues in the staff. My way home felt like it was longer than the specified kilometres."

Beate Eggert, Managing Director of the Rhineland-Palatinate Accident Insurance Fund



What is an ORGLAB?

- The primary task of the participants of an ORGLAB is to explore the behaviour and events associated with the development and design of professional roles as well as networked social systems in order to learn from this for their own business and project practice.
- To a certain extent, the experience and behaviour in the learning groups provides the learning material, which is supported by the consultants ("staff"). In this way the learning groups and counsellors form a kind of social laboratory, which makes ORGLAB a method of learning by experience.
- The ORGLAB promotes the integration of intellectual and emotional intelligence and can thus encourage managers and employees to recognize and liberate their creative and visionary capacities.
- The experience in ORGLAB-Settings makes working with conscious and unconscious dynamics more tangible in terms of leadership and management within agile and networked organizations.
- The design was developed by the Tavistock Institute of Human Relations (TIHR, London), a collaborative partner of Oezpa.

- The ORGLAB is designed to provide learning opportunities for leadership, collaboration and taking responsibility. Developing new as well as familiar roles, understanding and reflecting on them within different learning settings, should help to enhance the understanding of one's own organizational work and role design.
- The ORGLAB provides varying structures and tasks, focusing on the need for participants to understand their own and other participants' roles in the context of this temporary organization. Such understanding involves a disciplined attention to one's own experience and the experience of others.
- In this 'temporary learning organization' the participants learn above all through experience and reflection on their experiences. The consultant system ("Staff") supports learning by providing clear structures in terms of time and space, as well as their role as reflection partners and "mirrors" of events.
- The learning success during and after participation is based on continuous effort, mental presence and the intrinsic desire to learn.

The individual learning experiences of the participants vary from person to person and typically include the following aspects:

- Systemic relationships and interactions
- Psychodynamic processes in organizations
- Leadership, power, authority, delegation and dependence
- Self-management in roles
- Attachment and affiliation
- Difference and integration
- Borders and open systems in organizations
- Unconscious phenomena in organizations
- Conflicts and crises
- Change dynamics and innovation processes

Work on three levels in ORGLAB

Level 1

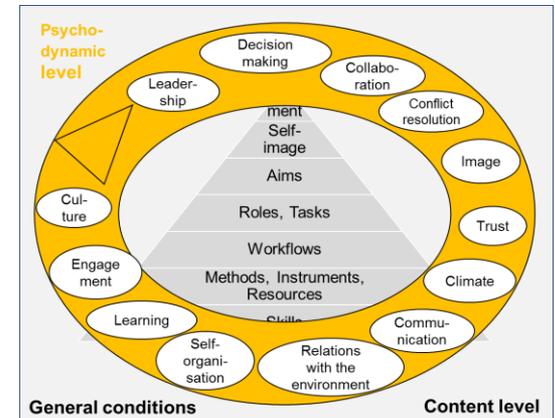
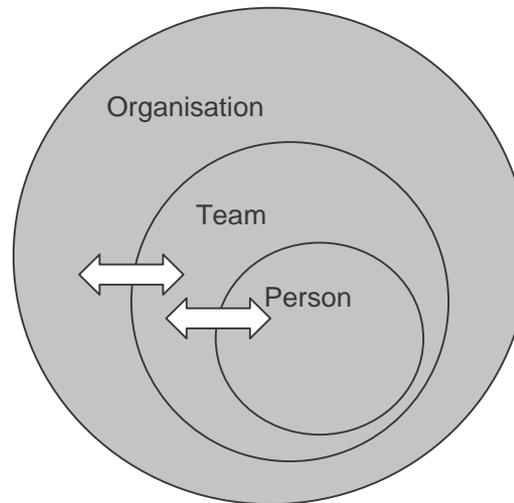
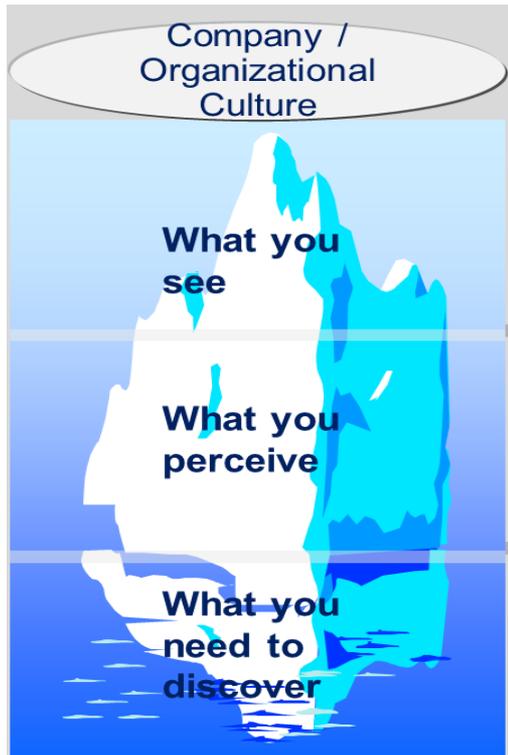
Developing understanding of the complexity of culture, the subconscious in organizations and systemic contexts.

Level 2

Designing role as an individual in teams and in the organization.

Level 3

Transfer Consultancy in ORGLAB - Application in the Company (Review & Application Group)



Benefits of an ORGLAB

An oezpa ORGLAB provides you with inspiration and new perspectives to bring about lasting change in the life of your organization. It also offers the development of potential of the organization and its members.

Are you curious and looking for new experiences that make a difference?

This learning format helps you learn *through* leadership and collaboration, rather than *about* leadership and collaboration.

"I would particularly like to emphasize the systemic view that permeates many of the oezpa seminars I attend.

Meanwhile, the systemic approach is firmly in my everyday life. My way of thinking has become different. I always find it exciting to look at things from different perspectives. In the sense: Thanks to oezpa and to the whole team."

Nico Bemtgen, Administrative Director,
Steffung Hellef Doheem

"Attending two Orglabs has more than expanded my understanding and perspective. Oezpa has provided important food for thought about my individual personal development. Both professionally and personally, I benefit greatly from it."

Christian Pfeiffer, Rehabilitation
Manager, Unfallkasse Rheinland-Pfalz

The primary mission of ORGLAB is to experience the behaviour and events associated with the development and design of professional roles and systems in order to learn from them. The ORGLAB offers possibilities to consciously vary your own role behaviour in order to break familiar habits and patterns of behaviour and leave your own comfort zones. This, in turn, is essential for personal and group dynamic openings to the unknown as well as to innovation and questions on issues such as leadership and collaboration.

Character of an ORGLAB

An ORGLAB differs from other learning formats. The study of unconscious dynamics of individuals in groups and groups in social systems makes it possible to investigate relevant tensions, internal or social conflicts, inhibitions, but also aspirations, values and hopes that exist beneath the surface of observable daily work.

"I am very enthusiastic about the further education at oezpa. The methods, instruments but also the attitude of the further education management was very professional and I was able to implement what I had learned in my OD- and coaching practice. I also thank for the very good care. The training group was additionally enriching. ORGLAB as an event in event was an incredibly good and important experience."

Volker Rudat
Senior Coach, Sparkassenorganisation,
Bremen

In a framework protected and guided by professional counsellors, participants can work through essential undercurrents, thus leading to their own way and working together to give others quality and depth, to improve them and to take more ownership in the context of the groups' objectives or the organizations for which they work.

What former participants say about the ORGLAB

"The oezpa ORGLAB as part of the training has left a lasting positive impression on me. The most exciting thing I found was the interactions and reactions with the staff. The Organizational Role Analysis Groups (ORA's) have personally brought me a lot. To see how to analyze roles in organizations and back in your own organization, to see how it can work."

Wolfgang Kemmerich, Managing Director of West Team, Dusseldorf

"It is a lot of fun with all of you, the modules are enriching, inspiring and very fine-tuned."

Jens Emrich from Kajdacsy, Senior Project Manager & Innovations Expert

„ORGLAB, yes. It was not just an unusual seminar, but for me life itself as well. As if in a virtual organizational situation we had to take our destiny in the organization into our own hands. This is, I believe, not exaggerated when I say so. It was just great."

Hanifi İçtüzzer, FIK / TS, Toolshop, Manager, BSH Ev Aletleri Sanayi A.Ş., Turkey

„The ORGLAB was really good! The setting and the change between small and large system. What I learned was the conscious handling of boundaries, spatially and temporally. The separation between participant and staff roles was very important for learning. Dealing with authority and with external borders. The ORGLAB is something that got stuck right. “

Dr. Gergs Hans Joachim, Audi AG

Formats in ORGLAB (selection)

Format	Features / learning specifics
Plenum	At the beginning and at the end of the event. Reflecting on inner images, thoughts and feelings , exchanging as an overall system when entering the event. The experience of entering the organization and crossing this boundary .
Small system	The small systems provide an opportunity to reflect on the processes, dynamics and relationships in small systems (face-to-face work).
Big system	Provides the opportunity to learn from processes, relationships, and time-limited structures (such as subsystems). Unconscious fantasies and inner images can be analysed and interpreted.
Review and transfer groups	Examining roles inside and outside the event in small groups. Experience in taking on different roles in different system contexts.
System Event	The System Event examines the relationships between the participants and the staff in the context of the overall event. The staff works as management and consultant . Learn how individuals take over and shape roles in the process of creating and developing systems, apprehending or delegating authority, and exercising leadership . The System Event can also investigate what happens consciously and unconsciously when systems interact , re-form or dissolve.

Roles

- Roles are first derived independently of those taking them (and their inclinations and their competence set) directly from the purpose ("primary task") of the organization.
- Roles themselves have a purpose or function in the context of fulfilling the primary task of the organization. Responsibilities, projects and work packages of the role carrier are derived from this.
- The exercise of a role needs a high degree of role awareness and clarity about its possibilities and limitations.
- Roles must be managed and designed by their role carriers. The design of the role also depends on the individual skillset, talents, inclinations and (temporary) work load capacities of the role carrier.
- Roles can be assigned or self-authorized.

Role limitations

- Role boundaries are to be understood as contours of roles or "containers" for work in terms of task (what am I doing?), time (when?), territory (where?), and how?.
- People are constantly working with these boundaries, and we often only do so when we create or learn new roles, change their boundaries, or go beyond the boundaries of other roles.
- Boundaries must be clearly and transparently described, understood, lived and continuously negotiated / agreed.

Self-responsibility and authorization

- The role incumbent is allowed to do absolutely anything, as long as the activity serves the purpose of the role - unless it is explicitly forbidden or you would violate the role limit of another role incumbent. In the latter case, you must first make an agreement with the affected role incumbent.

Director of the orglab 2020:

Dr. Hüseyin Özdemir: Dr. Phil., Visiting Professor, CEO of oezpa Academy & Consulting / Advisory Board Digital Change GmbH, Senior Coach in the German Association for Coaching (DBVC) and Expert Council of the DBVC. He is also a member of the advisory board of oezpa SWISS GmbH in Lucerne. He is a management consultant, trainer, coach, moderator and non-executive director.

Consultants (staff):*

Barbara Lagler Özdemir has a master's degree in organizational development and coaching. She is the CEO of oezpa SWISS GmbH, Lucerne / Switzerland and co-managing director of oezpa GmbH - Akademie & Consulting. She is Senior Lecturer at Fresenius University of Applied Sciences and Senior Coach of DBVC Germany. ICF member. Member of BSO. Mrs. Barbara Lagler Özdemir was a Staff member in Group Relations conferences in China, Lithuania, India, England, Italy and Germany.

Dr. Hüseyin Özdemir, Dr. Phil., Visiting Professor, CEO of oezpa GmbH.

Olya Khaleelee, Organizational Consultant and Psychologist, London. Professional Partner at Tavistock Institute, London. oezpa Associate. Director, OPUS: Organization for Promoting Understanding of Society. PCCA Advisory Board, UK.

NN (other staff members are invited, please note our website or info mailing).

Head of Administration:

Laura Sedlaczek, B.A. in Business Psychology, PA. oezpa GmbH, Akademie & Consulting, Bornheim, Deutschland.

Administration Assistant:

Alina Sukhanava, B.Sc. in Economics and Management, Junior Consultant, oezpa GmbH, Akademie & Consulting, Bornheim, Deutschland.

*(subject to change)

Date: 23-25 June 2020

Event location: Schlosshotel Kloster Walberberg, 53332 Bornheim-Walberberg (near Cologne / Bonn)

Cost of the organizational seminar: The seminar fee is EUR 1.450,00 plus VAT, plus conference fee. Participants receive a participation certificate from the organizer. For participants of the oezpa training programs, in which the Orglab is a sub-module, there are no additional costs.

Cost of the conference hotel: The conference package without dinner is 59,00 Euro. The night with breakfast in a single room costs 64 euros. (Information provided without guarantee.)

Fresenius University of Applied Sciences, Cologne: Special conditions apply to students at Fresenius University of Applied Sciences, please contact us. Further grants are possible.

Seminar language: The ORGLAB language is German and English. For reflection and in the context of learning processes, speaking other languages as well as choosing one of the two languages remains a possibility.

Please note: Should you find yourself in difficult business or private times, we recommend participating at a different time.

Registration & information about the organization:
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Previous participants

Employees of the following companies and institutions have taken part in oezpa events (selection):

Accenture GmbH, AgrEvo GmbH, Alcatel-Lucent Deutschland AG, AMB Generali Informatik Services GmbH, AOK – Bundesverband GbR, AOL Deutschland Medien GmbH, ARAG Allgemeine Rechtsschutz-Versicherungs AG, Aral Aktiengesellschaft, ARCOR (now: vodafone D2 GmbH), Arthur D. Little GmbH, ASB Arbeiter-Samariter-Bund Deutschland e. V., AstraZeneca GmbH, AUDI AG, Aventis CropScience (now: Bayer CropScience AG), AWD pharma GmbH & Co. KG., AWO Bundesverband e. V., Axa Colonia Krankenversicherung AG, Basell Polyolefine GmbH (BASF, Shell, Montell) (now: LyondellBasell Industries Holdings B.V), BASF AG, Bausparkasse Schwäbisch Hall AG, Bayer AG, Bayerische Landesbank, BDJ Diözese Trier, Berlin city cleaning companies, Bertelsmann AG, Berufsförderungswerk Oberhausen, Dusseldorf district government, Münster district government, Bilfinger Berger SE, Bosch-Siemens Hausgeräte GmbH, Bundesverwaltungsamt, Burckhardt & Waeber Evangelisches Fortbildungsinstitut e. V., Campbell Soup Company, Cargill Europe, Central Krankenversicherung AG, Chemtura Manufacturing (Germany) GmbH Waldkraiburg, Clariant International Ltd., Cognis, Colonia Nordstern Versicherungs Management AG, Conergy Deutschland GmbH, D.A.S. Versicherung, Daimler AG, debis AG, Deutsche Apotheke- und Ärztebank e. G., Deutsche Bank AG, Deutsche BP, Deutsche Bundesbank, Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, Deutsche Lufthansa Aktiengesellschaft, Deutsche Post Express GmbH, Deutsche Telekom AG, Deutsche WertpapierService Bank AG, Deutscher Caritasverband e.V., Deutscher Industrie- und Handelskammertag (DIHK), Deutscher Sparkassen- und Giroverband e. V. (DSGV), DG HYP – Deutsche Genossenschafts-Hypothekenbank AG, the daily newspaper (taz), Dimension Data Germany, Diöcesan Caritasverband for the Archdiocese of Cologne e. V., DKV Deutsche Krankenversicherung AG, DVG Gesellschaft für Datenverarbeitung der Badischen Sparkassenorganisation, Dynamit Nobel GmbH, DZ Bank AG, Ecolab Deutschland GmbH, EDS (now: HP Enterprise Services), EK/servicegroup eG, ELCOTHERM AG Switzerland, Elenac GmbH (BASF, Shell, Montell), EnBW AG, Engelhorn Textilien engelhorn sports GmbH, ERGO Versicherungsgruppe AG, Archdiocese of Cologne, European Union, Evangelical Church in Hesse and Nassau (EKNH), EWR GmbH, FiberMark Gessner GmbH & Co., Ford AG, Franz Haniel & Cie. GmbH, Friskies Deutschland GmbH, Gas Versorgungsgesellschaft mbH Rhein-Erft, GEHIS GEHE Informatik Services GmbH & Co. KG, Goldman Sachs Group, Inc., Gothaer Versicherungen, GROLMAN.RESULT Consulting, Hamburg Mannheimer (now: ERGO Versicherungsgruppe AG) Hamburgische Landesbank (HLB) (now: HSH Nordbank), Harry Brot GmbH, Henkel AG & Co. KGaA, Hessische Landesbank (HeLaba) Landesbank Hessen-Thüringen Girozentrale, Hessische Polizeischule, Hoechst GmbH, HSBC, Hüls Chemie (now: Chemiepark Marl), HypoVereinsbank, IBM Deutschland GmbH, ifp - Institut für Personal- und Unternehmensberatung Will & Partner GmbH & Co. KG, iglo Deutschland GmbH (Birds Eye iglo Group) Indisoft, Informatik AG, Institute of Electronic Business e. V. (Udk), INTEGRATA AG, Janssen-Cilag GmbH (Johnson&Johnson), Catholic Youth Academy, Kienbaum Consultants International GmbH, Kommunale Datenverarbeitungszentrale Rhein-Erft.Rur (kdvz), Kreditwerk (Schwäbisch Hall/ DG-Hyp) AG, Provincial Government of North Rhine-Westphalia, Landessportbund (LSB) Nordrhein-Westfalen e. V., Chamber of Agriculture Westphalia-Lippe, McKinsey & Company, Messer Industriegase GmbH, Microsoft Schweiz AG, Nedlloyd Logistik GmbH, Neenah Lahnstein GmbH, Nestlé Deutschland AG, NRW.BANK, Hamm Regional Court, P & G Prestige Products, PA-Consulting Group, PHOENIX CONTACT Deutschland GmbH, plenum AG, Police Directorate Schleswig Holstein, Postbank IT Services, ProSieben SAT.1 Media AG, PROSOZ-Consult Ges. für Organisationsberatung mbH, PROTOTYPWERKE GmbH, R+V Versicherung AG, Rechenzentrum der württembergischen, Sparkassenorganisation (RWSO), REWE Markt GmbH, Rhône-Poulenc, RWE Innogy, Sachtleben Chemie GmbH, SAP DEUTSCHLAND AG & CO. KG, Saurer (Oerlikon), Schering AG (now: Bayer AG), Schneider Electric GmbH, SEB AG, Siemens AG, Sihl AG, Schweiz, Sparkassen Finanz Informatik GmbH & Co. KG, Spillers Latz (now: Nestlé Purina PetCare Deutschland GmbH), St. Vincenz Hospital, Staatskanzlei Kiel, City of Cologne, City Pulheim, Stadtparkasse Köln, Stadtwerke Remscheid GmbH, Stadtwerke Rhede GmbH, Südwestrundfunk Anstalt des öffentlichen Rechts, SV Informatik GmbH, SV SparkassenVersicherung Holding AG, Takeda (Pharma), Tamedia AG (Switzerland), Techem GmbH, Techniker Krankenkasse, Thyssen Krupp AG, T-Mobile, TXB Bank (now dwpbank AG), Unfallkasse Rheinland-Pfalz Körperschaft des öffentlichen Rechts, University of Hamburg, University of Konstanz (University of Excellence), University of Wuppertal, University Hospital Tübingen, VEBA AG, Vodafone D2 GmbH, Volksfürsorge AG, VOLKSWAGEN AG, WDV Medien Verlag GmbH, Westdeutscher Rundfunk (WDR), WestLB AG, WestTeam Marketing GmbH, Wfa, NRW NRW.BANK, Witco Chemie, WWK Lebensversicherung auf Gegenseitigkeit, Zentralstelle für Arbeitsvermittlung, ZAV, Zurich Group Germany.

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Unterstützt durch:



Das oezpa ORGLAB ist ein optionales Modul der „Systemischen Business Coaching“-Weiterbildung.

Bei Buchung der gesamten Weiterbildung wird bei Interesse dieses Modul angerechnet.

