



P O Box 12246, A'Beckett Street,
Melbourne Victoria 8006, AUSTRALIA

www.grouprelations.org.au



Leadership for the Future

Hope, Dignity and Spirit in Organisation

A Non-Residential Group Relations Conference
Monday September 27th – Saturday October 2nd 2010

Treacy Centre
126 The Avenue, Parkville, Victoria, Melbourne, Australia



“ Hope is both the earliest and the most indispensable virtue inherent in the state of being alive. If life is to be sustained hope must remain, even where confidence is wounded, trust impaired. ”

Erik Erikson

This conference aims to aid participants in exploring their own and others' leadership through the exercise of personal and delegated authority in the here-and-now, and to provide the opportunity for participants to co-create with others those conditions that will promote their learning about hope, dignity and spirit in organisation.

The conference purpose is: To explore organisational dynamics in the here-and-now, with a spirit of enquiry and using faiths, spirituality and beliefs as resources, in order to promote creative interconnectedness*

* This is in accord with the purpose of the London Grubb Institute Conference www.grubb.org.uk

Conference Primary Task: To study the dynamics of leadership, hope, dignity and spirit in the temporary organisation of the conference.

What is the Conference about?

Do you want to:

- Explore your leadership capabilities?
- Use your faith and/or your belief system as a resource in this?
- Enable corporate life to become more authentic through the use of good authority?
- Work with others to co-create the conditions for this, discovering the energies and obstacles along the way?
- Understand the group and organisational dynamics that impede creative interconnectedness?
- Explore how spirit works in organisation?

The conference will:

- Explore leadership, hope, dignity and spirit in organisation;
- Engage members in exploring their own use (or non-use) of faith and belief as resources in organisational life;
- Engage members in exploring those assumptions that are used as defences against the experience of organisational life;
- Explore the possibilities of collaborative spirit in creatively transforming organisations;
- Explore interconnectedness in group and organisational life.

Who is the Conference for?

This conference is for anyone who wishes to further their understanding and practice of leadership and its relation to hope, dignity and spirit in organisation. For example, leaders, managers, educators, clinicians, consultants, spiritual leaders, professional workers. Individuals will benefit from an improved understanding of the roles they take up and how they muster their faith, spirituality and belief systems in the exercise of role and its authority.

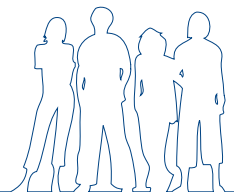
Organisations will benefit from one or more of their employees attending through the application of their learning to the workplace.

The conference provides for a potentially intense experience of reflection-in-action, supported by experienced staff, that invites members to explore leadership for the future, hope, dignity and spirit in organisation.

Intending participants should note that this is an intensive 6-day experiential learning event.

“ Science, art and spirituality have been the basic feature of culture all through the ages ”

David Bohm, physicist



Context

In the complexity of the twenty-first century, organisational co-creation is needed to develop conditions for an evolving or unfolding of collective potential. This requires good leadership throughout. It involves the exercise of authority to sustain hope and dignity for all members of the organisation, while getting the work done. It also engenders a spirit of mutual recognition and respect – values that are so often written in organisational mission statements, but rarely achieved.

This conference is formed in the spirit of co-creation. There are three strands to this:

1. Sustainable organisation in a complex and turbulent environment is not a matter of simple survival. If we take an analogy from the biological and earth sciences, sustainable ecologies co-create the conditions in which they can thrive. A mature rain forest, for example, creates its own local climate from the interaction and interconnectedness of its plants, animals, rocks and soils. A great rainforest like the Amazon forest is even responsible for large dynamics in world climate. Similarly, our organisations co-create their own effects in society through the interactions of their members, their internal cultures and stakeholders. A small organisation can co-create a sustainable local way of life; some organisations can affect world economies – as we have seen through the global financial crisis, or whole new ways of living – as we have seen in the computer technology revolution. What are the conditions that we need to create

together to thrive as working and interacting humans rather than as victims of our own ignorance and its unintended effects? The conference will explore this question through the work of the different events.

2. Co-creation requires mutual recognition of the skills, values, beliefs, faiths and energies that all members bring. It welcomes the resources of self and other and both creates and uses these resources through mutual learning, sharing and exploration. Such mutual recognition is not easily achieved. It requires the courage to take up authority to find and express one's beliefs, to enter into dialogue with those who are different, to practise tolerance alongside spirited enquiry and allow self to be confronted and changed. In this way hope for mutuality may grow and dignity in difference and organisational complexity may be achieved. But mutual recognition is often impeded by unconscious negative interpersonal, group and organisational dynamics felt and expressed as envy, greed, anxiety and despair. This conference aims to understand such impediments as well as support the development of co-recognition.
3. Organisation is a force of life. Its spirit lies between unorganised entropy and disorganised chaos: some say, on the edge of chaos and creativity. At work, good organisation means the use of good leadership and authority, co-operative division of labour and directed competitive energies. Too often our organisations become stymied; co-creation becomes collusion. We become tied up in

institutionalised anxieties, unthought through rituals and schedules, interpersonal disputes, burnout, torn loyalties and poor work/life choices. Creative leadership may occur at many levels in co-created organisation. It brings with it the capacity to encourage the conditions where stressful dynamics are less likely to occur and are better managed when they do occur. The conference aims to foster the dynamics of co-creation and explore the nature of leadership for co-creation. This will also involve an exploration of collusion and its effects.

There is something to be explored or learnt, from different psychological, scientific, cultural, religious and spiritual perspectives on the nature of leadership and authority, or good authority, with regard to co-creation, sustainability and destruction in organisational ecology.

We invite you to join with us in this endeavour of exploring leadership for the future.

Susan Long: Director and Himadri Potter :
Associate Director Administration on behalf of the staff

Conference Structure and Method

The conference is in a workshop style where all members participate and learn from their experience. It consists of several different 'events' during its 6 days. Each of these is designed to enable participants to explore leadership, hope, dignity and spirit in organisation. Each provides a different context and perspective for this task. The events include: discussion plenaries; here-and-now

events for studying small, large, inter-group and organisational dynamics; reflection and review spaces for individual and group meditation, reflection and review of experiences; and individual role consultations with staff for conference members to explore the ways that they have taken up leadership and other roles.

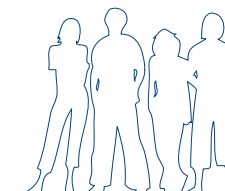
Included in the conference is an Advanced Program for members who have attended a Group Relations or Institutional Transformation Conference in the past and who wish to deepen their understanding of this way of working.

Staff

Staff members are collectively the conference management with a director and they work with participants on the conference task through the provision of consultancy. Staff members consider the group and organisation as a system and aid in the exploration of the here-and-now psychodynamics present in the group and conference as a whole. They work collaboratively with the participants in the learning endeavour.

Conference Director: Professor Susan Long PhD

Organisational consultant, researcher and adjunct professor RMIT; and president of the Psychoanalytic Studies Association of Australasia (PSAA); member and past president of Group Relations Australia (GRA) (2005-7) and the International Society for the Psychoanalytic Study of Organisations (ISPSO) (2001-3).



Conference Associate

Director, Administration:

Himadri Potter MSc: Org Dynamics

OD Consultant, Victoria Legal Aid, socio-analyst and organisational consultant, PhD candidate; committee of management member of Group Relations Australia (GRA); member of the Psychoanalytic Studies Association of Australasia (PSAA) and the International Society for the Psychoanalytic Study of Organisations (ISPSO).

Consultant Staff:

Consultant staff will be drawn from:

Mary Burgess Dip Occ Therapy (Lincoln Institute), BA (University of Melbourne)

Organisational consultant; member of Group Relations Australia; Disability Professionals Victoria; ISPSO; OPUS (UK).

Jinette de Gooijer PhD

Socio-analyst and organisation consultant, Innovative Practice Consulting P/L; president of Group Relations Australia; member of ISPSO; associate & national representative-Australia, OPUS.

Bruce Irvine, M.A. (Clin.Psy.), FRSA.

Executive director The Grubb Institute (UK); member of the British Psychological Society; faculty, M.A. in organisational analysis, University of East London and Grubb.

Cath Mckinney MSc.(RMIT).Grad. Dip. (Melbourne College of Divinity). B.ED(Melbourne Uni).

Minister, St Martins, Collingwood; co-convenor, KIN , Everybody Matters. Member of Group Relations Australia; Associate Member, ACSA.

John Newton PhD

Organisational consultant, vice president of Group Relations Australia; member of International Society for the Psychoanalytic Study of Organisations; formerly associate professor of organisation dynamics RMIT University.

Allan Shafer MA (Clin Psych) D Litt et Phill

Clinical psychologist and socio-analyst in Perth, Western Australia; member of Group Relations Australia, ISPSO and is president of the Association for Psychoanalytic Psychotherapy of Western Australia.

Administrative Details and Payment

The conference is a six day non residential conference. Accommodation is available for those wanting it.

Applications should be made on the registration form supplied and sent to Himadripotter@optusnet.com.au

Or by Post to

Himadri Potter

Group Relations Australia Inc
PO Box 12246 A'Beckett Street
Melbourne Victoria 8006
AUSTRALIA

Enquires ph. 0437994179

All amounts are in Australian Dollars

Early Bird (payment by June 1st 2010)
\$2,500

Early Bird GRA Members (10% discount)
\$2,250

Early Bird Multiple Members from the Same Organisation: \$2,250 per person for 2 or more from the same organisation

Early Bird Members from Group Relations Organisations Internationally
(10% discount) \$2,250

Full Fee (payment by Friday 1st September 2010; non-refundable deposit of \$1,000 by July 1st 2010) \$2,900

Full Fee GRA Member
(10% discount) \$2,610

Full Fee Multiple Members from the Same Organisation: \$2,610 per person for 2 or more from the same organisation

Full Fee Members from Group Relations Organisations Internationally
(10% discount) \$2,610

Scholarships and Bursaries

Some bursaries are available. Applications should be made to Himadri Potter himadripotter@optusnet.com.au



Accommodation

For those wanting accommodation:

- 1) Accommodation is available on the third floor of the Treacy Conference Centre. The Treacy Centre has eight single rooms which can be booked at \$60 per night. These rooms are furnished in a very basic way with single beds and share three bathrooms and a communal kitchen and lounge. The number for the Treacy Conference Centre is + 61 3 8359 0101.

- 2) Alternatively, the Vibe Hotel on Royal Parade (3 mins walk from the conference centre) are offering rooms at a discounted rate to people using the Treacy Conference Centre: \$115 standard room only, or \$120 standard room with breakfast (prices include GST). The number of the Vibe Hotel is + 61 3 9380 9222.

The Conference is sponsored by Group Relations Australia and supported by the Grubb Institute, London.

About Group Relations Australia

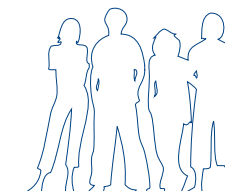
The purpose or 'primary task' of Group Relations Australia is to promote the study of group dynamics and the interactions between conscious and unconscious processes in organisations, groups, and society, and their application in professional practice. Visit www.grouprelations.org.au

About the Grubb Institute

The Grubb Institute is an applied research foundation working globally to enable leaders, managers and others to achieve personal and organisational purpose, using their values, passions, faiths and beliefs as resources to be more effective in their responses to the constantly changing geopolitical context, locally, nationally and internationally, transforming their organisations and institutions. Visit www.grubb.org.uk

Picture on front cover by: Paul Heussenstamm www.mandalas.com
Brochure design by

 fingergraphics



Leadership for the Future: Hope, Dignity and Spirit in Organisation

A Group Relations Conference, Monday September 27th – Saturday October 2nd 2010

Conducted at Treacy Centre, 126 The Avenue, Parkville 3052 Ph: +61(03) 8359 0100

Registration Form

Surname	First Name	
Postal Address		
Suburb	City	State
Postal Code	Country	
Telephone	Mobile	
Email	Fax	
Job Title		
Job Responsibilities		
Reasons for Attending Conference		
Previous experience of similar conferences		

Please tick one of the below:

Application for conference membership Application for Advanced group

I agree to participate in the conference as conducted according to the outline in the brochure.

Signature _____ Date _____ / _____

Nb. If you are currently experiencing emotional stress this may not be the right time for you to participate in this workshop. Please contact the Director to discuss any concerns you may have in this regard.

Please return completed registration form to: Himadri Potter himadripotter@optusnet.com.au

Payment

Payment Options (please indicate which payment option you are using)

Cheque (enclosed with Registration form), payable to Group Relations Australia Inc

PayPal using the Online Booking form at www.grouprelations.org.au/activities

Direct Debit to Group Relations Australia Bank Account, as follows:

Group Relations Australia Inc, BSB 063 262 Account No. 10319634, SWIFT Code

(for international transfers): **CTBAAU2S** Please ensure you identify Your Name on the transaction reference / notation.

THIS FORM BECOMES A TAX INVOICE ON RECEIPT OF PAYMENT

No GST is payable on the conference fee

Group Relations Australia Inc. ABN 78 408 951 695

P O Box 12246, A'Beckett Street, Melbourne Victoria 8006, AUSTRALIA www.grouprelations.org.au

Payment and Cancellation Policy: (In tune with the venue payment policy)

1. Deposit of \$1,000 by 1st July 2010
 2. Payment in full by 1st September; Early Bird by June 1st 2010
 3. Early bird fee (Pay by 1st June) \$2,500
 4. Early Bird plus GRA membership* (Pay by 1st June) \$2,250
 5. Early bird plus group discount (Pay by 1st June) \$2,250 per person
 6. Full fee - \$2,900
 7. GRA Member* - \$2,610
 8. Group discount (2 or more from the same organisation)
Fee= \$2,610 per person
 9. Cancellations prior to 1st July will incur a small administrative fee.
 10. Cancellations between 2nd July and 1st September incur loss of deposit.
 11. Cancellations after 1st September - fees are non-refundable.
- *also members of other equivalent group relations organisations special discount for this conference

Places are limited so secure your place early with a deposit