

conference policies & application for membership

DECEMBER 29, 2006, IS THE DEADLINE FOR ALL REGISTRATION MATERIALS TO BE RECEIVED.

January 10-14, 2007

Attendance Policy

Individuals who know in advance that they are unable to attend all sessions are discouraged from applying because the conference events connect and create a temporary institution. Also, because experiential learning events of this kind may be stressful, individuals who are ill or are experiencing a period of personal difficulty may wish to forego attendance at this time.

Registration Information

Title:* _____

Name:* _____

Address: _____

City:* _____ State/Province:* _____

Country:* _____ Zip/Postal Code: _____

Phone: _____ Fax: _____

E-mail: _____

Employing organization/affiliation:* _____

* The above information denoted by an asterisk will appear on membership lists. The information below will be used only by staff and administration of the conference.

Work role: _____ Age: _____

Gender: _____ Race/ethnicity: _____

Other aspects of identity: _____

Previous A.K. Rice/Tavistock experience? (circle one)

None One Two Three or more

Names of individuals attending this conference with whom you prefer not to be placed in a small study group: _____

I learned about this conference through (please be specific): _____

Reference Letter Policy:

Each applicant must provide a written letter of reference from someone, preferably in his/her work organization, who can vouch for the applicant's capacity to participate in an intense learning experience.

It is the applicant's responsibility to assure that this letter is received by December 29, 2006. A reference letter will be forwarded by:

Name: _____

Phone: _____

Email: _____

Conference Fees (Fee covers tuition, room and board)

- \$1250.00 fee, postmarked on or before December 8, 2006
- \$1350.00 fee, postmarked after December 8, 2006 and by December 29, 2006
- \$100 reduction for members of A.K. Rice Institute Affiliates (specify center) or associates of AKRI
- \$50 additional reduction for CSGSS members
- \$50 reduction for three or more persons applying as a group from the same institution
- \$100 non-refundable deposit to reserve a space (balance due in full by December 29, 2006)

Participants with limited resources, such as students and people working for non-profit organizations, may apply for limited tuition reductions by submitting a letter requesting a fee reduction and stating the reasons for the request. The letter requesting fee reductions must be postmarked by December 8, 2006, and must be accompanied by a completed application and a \$100 refundable deposit.

\$8.00 x _____ number of copies of A Tavistock Primer (will be mailed on receiving order; other AKRI publications available at www.akriceinstitute.org)

Total fees/deposits/payment enclosed in the amount of \$ _____

Single room accommodations and all meals and refreshments during conference hours are included in the conference fee except dinner on January 12 and lunch on the first day of the conference.

Method of Payment

Check (payable to CSGSS) enclosed in the amount of \$ _____

Or Charge to VISA MasterCard

Name on card: _____

Card number: _____

Expiration date: _____ (mm/yyyy)

Amount: \$ _____

Signature: _____

Withdrawal Policy

An administration fee of \$100 will be retained if the application is withdrawn on or prior to December 29, 2006. No refunds will be issued after this date.

Agreement

I have read the brochure for this conference in detail and hereby apply for membership. I understand that this brochure constitutes the contract between me and CSGSS and that my application authorizes the organization to conduct the conference in the manner described. My conference fee, deposit, or voucher accompanies this application. I understand and agree to all policies stated on this application form.

Signature: _____ Date: _____

Please send this form with payment and all documentation to:

Annabel Beerel, MBA, PhD
Associate Conference Director for Administration
297 Willis Road
Sudbury, MA 01776

781.771.5663

abeerel@comcast.net

The A.K. Rice Institute for the Study of Social Systems
The Boston Center (CSGSS) P.O. Box 1776 Jupiter, Florida
33468-1776 USA

leadership & the dynamics of dissent in organizational life

January 10-14, 2007

The Center for the Study of Groups and Social Systems, the Boston Affiliate of the A.K. Rice Institute for the Study of Social Systems, presents its 18th Residential Group Relations Conference in the Tavistock Tradition Calvary Retreat Center, Shrewsbury, Massachusetts
www.csgss.org

The simple ability to pay attention to the world as we find it may be at the heart of the soulful life worth living, inside or outside the office.

David Whyte, *The Heart Aroused: Poetry and the Preservation of the Soul in Corporate America*

leadership & the dynamics of dissent in organizational life



The Purpose

The conference is designed to provide those who attend with opportunities to learn about the dynamics related to leadership and the expression of dissent in groups, organizations, and social networks. The learning available in this conference will deepen participants' awareness of their own capacity and responsibility to lead their home organizations more effectively, no matter what their formal authority roles.

Methods

Direct experience of action and reaction in various group contexts, and reflection on these, are the primary learning activities which distinguish this kind of conference from others where faculty provide information for learners to take in. Here, both those who apply to attend as members, and those appointed as staff, work together in different roles to examine the temporary organization they create as they convene and inhabit the structure of this 5-day residential conference.

Conference participants will have opportunities to:

- Learn about group processes through participating in groups that vary in size, structure and goals.
- Observe aspects of groups that lead to greater vitality and goal achievement and those which lead to inertia and decline.
- Learn how varied aspects of individual identity such as race, gender, age, sexual orientation, social class, ethnicity, nationality, and educational level are interpreted and used by groups with and without the conscious consent of the individuals involved.
- Examine the differences in influence among those with formally authorized work roles and those of informal leaders.
- Experiment with choosing familiar and unfamiliar roles in various group contexts in order to learn.
- Observe the pattern of group formation, internal workings, and relationships with other groups as these emerge in the context of the conference.
- Examine incongruities between the stated and apparent purposes of groups as they move through the temporary organization's life.
- Apply what they have learned during and after the conference to choices they face in their back-home work and social contexts.

The Context

This conference brochure is being finalized in July, 2006. North Korea is threatening further testing of missiles which can presumably deliver nuclear warheads to Alaska, if not the continental United States. Iran is continuing to test its level of fissionable uranium, stating it intends peaceful application of this material. The United States is waging

war in Afghanistan and Iraq, countries which did not physically aggress against the US. And Israel has just bombed targets deep inside Lebanon in retaliation for Hezbollah's capture of two Israeli soldiers. The United States has yet to sign the Kyoto Accord, global warming is widely agreed to be a phenomenon affecting the ecosphere of the planet, and China, Somalia, Liberia, and even Russia stand accused of major, ongoing violations of the fundamental right of humans to live free, even in many cases, to live. The US Congress, Supreme Court and Executive Branch are in conflict over citizens' rights, stem cell research, and immigration issues. Within both for-profit and non-for-profit organizations, generational differences challenge leaders to lead pluralistically, and finance, human resources, and operational departments struggle to find common vision and goals.

This 2007 Boston Affiliate's conference aims to provide a lens through which the expressions of dissent which may threaten an organization's or social network's viability, or its leadership, can be studied. There is no attempt to prescribe what should be learned about this: rather an open exploration of the questions from which participants can draw their own conclusions is the goal.

A Systems Learning Model

By holding certain factors constant (the boundaries of time, place, task, role, context) and observing the emergence of dynamics in the "here and now" of interactions among people in varied roles, those who attend become "participant observers" who can make meaning of the temporary organization they are co-creating with the staff. Staff will make the assumption that what emerges in the conference mirrors the external environment around the conference, thus offering everyone an opportunity to see broader social and organizational dynamics more clearly in this laboratory environment. This can lead to learning on several levels: visceral, intellectual, emotional, political, and even spiritual. This model for learning about leadership and group dynamics evolved from the work of Wilfred Bion and A. Kenneth Rice, and several others associated with the Tavistock Institute for the Study of Human Relations in London in the 1950's. Their ideas for how to learn about leadership, as well as a considerable body of theory and application study, have grown out of this tradition and have found positive reception in many parts of the world. In the United States, the primary sponsor of "Tavistock" or "group relations" work has been the A.K. Rice Institute for the Study of Social Systems (AKRI) and its affiliate centers, of which the Boston Center, or CSGSS, sponsor of this conference, is one.

Conference Structure

The conference moves through a series of events which will begin and end on time.

Plenaries

These are meetings of all of the members and staff, and are designed for discussion of questions regarding the conference in general and its component parts. The conference will begin and end with a plenary session.

Small Study Group

These sessions are "here and now" events, meaning that their purpose is for participants, with the assistance of 1 or 2 staff consultants, to study their own experience and behavior in the context of a group that has between 8 and 12 members.

Large Study Group

These sessions have the same purpose as the Small Study Group. The difference is that the Large Study Group is composed of all participant members and 3 to 4 staff consultants.

Institutional Event

These sessions are also "here and now" events, but membership in the groups emerges from decisions made by participants and may change as the Institutional Event proceeds. The staff members will assume a variety of roles in order to assist participants to maximize their learning from these sessions.

Review and Application Groups

These sessions, which are designed for reflection rather than working in the "here and now" of experience, provide an opportunity for groups of 4 - 8 participants to first examine the roles they are taking and being given within the conference experience. Later in the conference these sessions move toward focusing on what is being learned and how it may apply to participants' back-home roles and organizations.

Conference Staff

Throughout the conference the roles staff members take are open for examination and reflection by participants and the staff themselves. It is the purpose of all staff members' roles, whether they work in administrative or consulting roles, or both, to encourage and support participant awareness, analysis, reflection, and understanding of the emerging conference dynamics. The consulting staff's interpretations will focus on group-level phenomena rather than on individuals' behavior. Those who have not yet experienced this approach may find it unusual at first.

Conference Schedule

The conference will be held January 10-14, 2007. The anticipated schedule appears below. A more detailed schedule will be provided upon registration for the conference.

January 10	Registration On-Site	12:00 Noon-1:00 PM
	Conference Events	1:00 PM -9:00 PM
January 11	Conference Events	9:00 AM-9:00 PM
January 12	Conference Events	9:00 AM-5:30 PM
January 13	Conference Events	9:00 AM-9:00 PM
January 14	Conference Events	8:30 AM-1:15 PM

Registration Information

Please direct all questions concerning registration and participation in the conference to:

Annabel Beerel, MBA, PhD
Associate Conference Director for Administration
297 Willis Road
Sudbury, MA 01776

781.771.5663

abeerel@comcast.net



ADMINISTRATIVE STAFF

Conference Director

Charla Hayden, M.A., Organizational Development Specialist, Salem/West Valley Regional Health Services, Salem, OR; Freelance Organizational Consultant, Portland, OR; Associate of GREX and the A.K. Rice Institute for the Study of Social Systems (AKRI).

Associate Conference Director:

Janice Wagner, LICSW, Clinical Social Worker, Harvard Vanguard Medical Association, Boston, MA; Faculty Field Advisor, Boston University School of Social Work, Boston; Psychotherapist, Private Practice, Boston; Board Member, CSGSS (Boston Affiliate of AKRI) and Associate of AKRI.

Associate Conference Director for Administration:

Annabel Beerel, M.B.A., Ph.D., Christos and Mary Papoutsy Distinguished Chair in Ethics, Southern New Hampshire University; Associate, CSGSS and Associate of AKRI.

Assistant Conference Director for Administration:

Kevin Wilson, MEd, CPT: Poudre Fire Authority Division Chief; President, Northern Colorado Fire Marshal's Association; Member, National Fire Protection Association; Member, ASTD, ISPI, ODN, ASQ; Board Member, CSGSS, and Associate of AKRI.

CONSULTING STAFF

Annabel Beerel, MBA, PhD (see above)

Declan Fitzsimons, M.A., M.A., Founder and International Consulting Director of Spring Valley OD Center, Riga, Latvia; Director, Entheos Consultancy, London; Member, OPUS; Member, International Transactional Analysis Association; Executive Committee, AOC Society.

Bernard Gertler, Ph.D., Fellow, A.K. Rice Institute; Faculty, W.A. White Institute Organizational Program; Private Practice of Organizational Consultation and Psychotherapy; Associate, New York Center for the Study of Groups and AKRI.

Christopher Grygo, M.A., Talent Development Specialist, Visiting Nurse Service of New York; Adjunct Professor, International Center for Cooperation and Conflict Resolution, Columbia University Teachers College, Executive Committee Officer, New York Center for the Study of Groups, and Associate, New York Affiliate and AKRI.

Betsy Hasegawa, Ed.D., Lecturer, Department of Management, College of Business and Economics, Western Washington University, Bellingham, WA; Adjunct Faculty, Center for Creative Change, Antioch University, Seattle; Organizational Consultant; Associate, Washington-Baltimore Center for the Study of Group Relations and AKRI.

Charla Hayden, M.A. (see above)

Evangeline Sarda, J.D., Associate Clinical Professor, Boston College Law School; Board Member, CSGSS, Associate, AKRI.

Janice Wagner, LICSW (see above)

Tracy Wallach, M.S.W., LICSW, Organizational Development and Leadership Consultant, Brookline, MA; Psychotherapist, Weaver Clinic, Weston, MA; Past-President, Center for the Study of Groups and Social Systems, Associate of CSGSS, and Former Board Member, AKRI.