This year’s conference focuses on the relationship between leaders and those who authorize and rely on them by bringing to center stage matters of certainty and doubt. It will provide members the opportunity to examine discomfort over the unknown. Participants will be able to challenge conventional notions about leadership and have the opportunity to deepen leadership competencies by living and breathing these lessons. Using the experiential group relations conference model, this five-day event is specifically designed to explore and learn about the nature of leadership, followership, and authority in a world longing for clarity.

A Systems Learning Model

As it unfolds, the group relations conference creates an experiential laboratory, a temporary institution that provides opportunities to study both the obvious and not-so-obvious dynamics of organizational life. By holding certain constants (task, role, time, and place) and while observing others emerge in the “here-and-now” members become participant-observers who make meaning of the temporary institution they are in the process of co-creating. This temporary institution often mirrors the patterns and relationships of our work and personal lives, enabling us to learn on intellectual, emotional, political and even spiritual levels. Consultants provide observations to promote awareness of emerging themes regarding leadership, authority, task, role, and boundary formation. While intellectual learning about group and organizational behavior is available in many different forums, the group relations conference is a rare enterprise that allows participants to learn experientially.

This model of working and learning evolved from the work of pioneers in group relations theory: A. Kenneth Rice, Wilfred R. Bion, Cordon Lawrence, Pierre Turquet, Eric Miller, and others associated with The Tavistock Institute of Human Relations in London in the 1950s. Their ideas have since been adopted throughout the world. In the United States, the A.K. Rice Institute for the Study of Social Systems is the national organization that sponsors, through the Boston Center, this group relations conference and other educational training events.

Conference Structure

The conference is structured through a series of events to provide opportunities for members to learn from one’s experiences in a variety of contexts. The events begin and end promptly at the times designated.

Plenaries

Each plenary will bring together the entire staff and membership to discuss questions regarding the conference and its parts. There are three plenary events scheduled, the Opening and Concluding Plenaries and the Institutional Event Plenary.

Small Study Group

These events function in the “here-and-now” to understand issues of leadership and authority in a small system. In these events, or conference designated consultants offer interpretations about the dynamics of the group where they believe their interventions will facilitate learning. Typically, the maximum number of members in each small study group is 12.

Large Study Group

The large study group provides an opportunity to explore and reflect on dynamics which arise in the total conference membership. Typically, two to four staff members are deployed as consultants to the large study group, which is a “here-and-now” event.

Institutional Event

The Institutional Event, also conducted in the “here-and-now” provides opportunities for the conference participants and staff to learn how authority and leadership among and within systems evolve. Subsystems are created by members. The staff functions in a variety of roles during these events and, as part of the management function of the event, it conducts its own work in open sessions.

Review and Application Groups

Regional and Institutional Groups are reflective events designed to facilitate understanding of the roles members adopt within the temporary institution and to encourage application of the learning gleaned from conference experiences to the professional and personal lives of the members.

Conference Staff

Throughout the conference, staff members serve in a variety of roles designed to encourage awareness, analysis, reflection, and understanding of the emergent conference dynamics. Working from specific but varied roles, the staff works with the members to learn about the processes evident in this particular temporary educational institution and to facilitate application of this learning to other institutions and organizations. The staff’s analysis and interpretation of emergent dynamics are conducted at the organizational level. The experiential nature of the conference allows significant opportunity for learning how individuals affect and are affected by themes, assumptions, myths, and actions in the subsystems and whole system.

Conference Schedule

The conference will be held January 11-15, 2016. The anticipated schedule appears below. A more detailed schedule will be provided upon registration for the conference.

January 11
Registration On-Site 12:00 Noon - 1:00 PM
Conference Events 1:00 PM - 9:00 PM

January 12
Conference Events 9:00 AM - 9:00 PM
Conference Events 9:00 AM - 9:00 PM
Conference Events 9:00 AM - 9:00 PM

January 15
Conference Events 8:30 AM - 1:15 PM

Single room accommodations and all meals and refreshments during conference hours are included in the conference fee except dinner on January 13 and lunch on the first day of the conference. Please direct all correspondence regarding registration and participation in the conference to:

Annabel Beerel, MBA, PhD
Associate Director for Administration
123 Raymond Street
Cambridge, MA 02140
781.771.5663
abeerel@comcast.net

CONSULTING STAFF

Annabel Beerel, MBA, PhD (see above)

Cheryl Hayden, MA, Freelance Organizational Consultant; Assistant Professor, School of Nursing, Oregon Health and Science University; Portland, OR; Chair, A.K. Rice Institute Committee on Training and Certification; Associate, CREX, and an associate of AKRI.

Dannelle Kennedy, LICSW, PhD (see above)

James Krantz, PhD: Organizational Consultant; Principal, Nautillus Consulting Group; President-elect, International Society for the Psychosocial Study of Organizations; Associate, Boston Center, and Fellow of AKRI.

David Luna, MBA, JD: Leadership and Organizational Development Consultant; Principal, Strategies for Organizational Success; Associate, Washington Baltimore Center, and an associate of AKRI.

Gianni Petriglieri, MD: Psychiatrist; Visiting Professor, CBS Executive, Copenhagen Business School, Denmark; Psychotherapist; private practice; Member, NTL Institute; Visiting Professor, Tavistock Institute of Human Relations; Member, Consultation Society; Associate, Washington-Baltimore and Boston Centers, and an associate of AKRI.

Janice Wagner, LICSW: Clinical Social Worker, Harvard Vanguard Medical Associates, Boston, MA; Faculty Field Advisor, Boston University; School of Social Work; Boston Psychotherapist, Private practice, Boston; Board Member, Boston Center, and an associate of AKRI.

CONSULTANT CANDIDATES

Mark Kei, PsyD: Clinical Psychologist; Associate Director of Consulting and Assistant Professor, Illinois School of Professional Psychology, Argus University, Chicago, Private Practice; Associate, Chicago Center; and an associate of AKRI.

Jack W. Lample III: Mediator; National Conflict Resolution Center, San Diego; Independent Video Producer; Independent Investor; Musician; Associate of CREX; and an associate of AKRI.

ADMINISTRATIVE STAFF

Conference Director
Annabel Beerel, MBA, PhD: Assistant Professor of Management, Worcester Polytechnic Institute; Visiting Scholar Brandeis University; Consultant of Cornerstone; Associate, Boston Center, and an associate of AKRI.

Associate Director for Administration

Conference Schedule

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Conference Policies & Application for Membership

January 11-15, 2006

Attendance Policy

Individuals who know in advance that they are unable to attend all sections 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:* ____________________________

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

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

None        One        Two        Three or more

Previous A.K. Rice/Tavistock experience?

________________________________________________________

Other aspects of identity: ____________________________________

Gender: ____________ Race/ethnicity: __________________________
Work role: ______________________________________ Age: _______

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 January 2, 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 10, 2005
☐ $1350.00 fee, postmarked after December 10, 2005 and by December 30, 2005
☐ $700 reduction for members of A.K. Rice Institute Affiliates (specify center) or associates of AKRI
☐ $10 additional reduction for CSGSS members
☐ $10 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 January 2, 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 10, 2005 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 $__________

Method of Payment

☐ Check (payable to CSGSS) enclosed in the amount of $__________
Or Charge to: ☐ VISA ☐ MasterCard
Name on card: _____________________________________________
Card number: _____________________________________________
Expiration date: _______________ Amount: $__________
Signature: ________________________________________________

Withdrawal Policy

An administration fee of $100 will be retained if the application is withdrawn on or prior to January 2, 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:

Anabel Beerel, MBA, PhD
Associate Director for Administration
The A.K. Rice Institute for the Study of Social Systems
123 Raymond Street
Cambridge, MA 02140
781.771.5663
abeerel@comcast.net

Conference Dates:

January 11-15, 2006

The Boston Affiliate of the A.K. Rice Institute for the Study of Social Systems, presents its 17th Residential Group Relations Conference in the Tavistock Tradition | Calvary Retreat Center | Shrewsbury, Massachusetts

The A.K. Rice Institute for the Study of Social Systems, the Boston Affiliate of the A.K. Rice Institute for the Study of Social Systems, presents its 17th Residential Group Relations Conference in the Tavistock Tradition | Calvary Retreat Center | Shrewsbury, Massachusetts

Leadership, Certainty & Doubt

Living and Working in an Unpredictable World

January 11-15, 2006

“The side of total disorder is not very interesting either. Interesting can happen there. Everything is too predictable. Everything is too unpredictable. It is on the edge between order and chaos that the subtle dance of life takes place.”

Rudolf Ritsema and Shantena Augusto Sabbadini