



Working with Others: Risk, struggle, and change

Three-day non-residential
Group Relations Event

Friday 19 – Sunday 21 October 2012

**British Association of
Psychotherapists**

Mapesbury House
37 Mapesbury Road
London NW2 4HJ

www.bap-psychotherapy.org



Established 1951

The Event is an intensive experiential workshop (there are no lectures or seminars) intended for anyone curious about the way in which individuals function within organizations, and how groups impact on their members' capacity for thoughtful and effective action. The Event activities explore issues such as task, authority, accountability and leadership, considering the meaning, limitations and creative potential of taking up a role in the process of working with others.

There will be a minimum of 20 and a maximum of 32 participants.

The overall aim is to assist participants to explore and understand more fully the complexity of organizational processes. Insights can then be usefully applied both to the realm of work and to the social world.

The duration of the Event is three full days and a certificate of attendance is issued on completion. **Please note that participants are expected to attend the whole programme.**

- Friday 19 October 9.45 am – 7.30 pm
- Saturday 20 October 9.00 am – 7.30 pm
- Sunday 21 October 9.00 am – 4.30 pm

Full lunch prepared by Leon Lewis Catering is provided on all three days.



Context

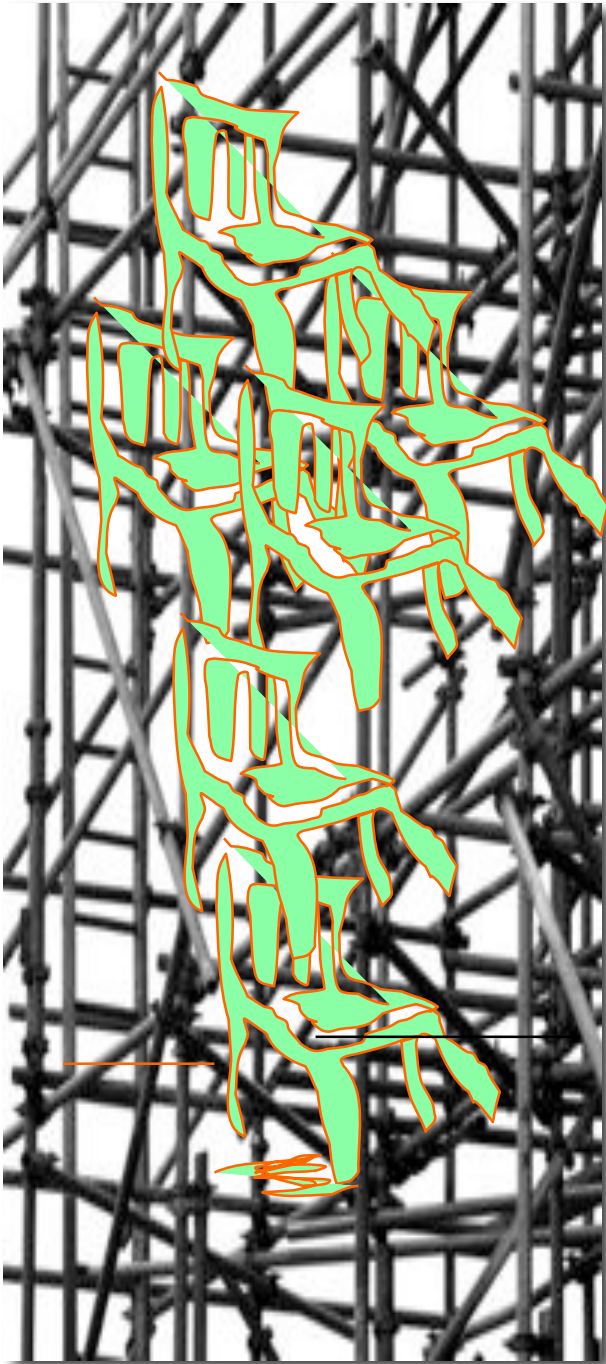
The world is a constantly evolving environment in its physical, technological social political and human dimensions. The speed of change is augmented by the ongoing depletion of resources and the search for new markets. Competition seems to be the main stimulant to development. Other human values such as compassion and concern are less easy to mobilize. How can we work effectively under such conditions? How can we challenge what we take to be the norms of organizational life, think clearly while under pressure, and discover the potential for trust and creative engagement with others in our separate and joint tasks. How can we recognise and give value to our differences and commonalities?

Purpose

This Event is designed to provide opportunities for understanding both rational and irrational group processes that assist and hinder the work of individuals and groups.

Hence, the primary task of the Event is:

To experience and examine conscious and unconscious processes of group dynamics as they happen, in the exercise of role, authority and leadership.



Opportunities

Event participants will be able to:

- examine ways in which untested assumptions about what is taken as a certainty or an uncertainty may paralyse thinking;
- learn how groups jointly construct a reality that though considered external and unchangeable may be amenable to transformation;
- explore the dynamics of trust and mistrust that are engendered in taking up leadership and followership;
- develop capacities for exercising authority and taking up management and leadership roles;
- experiment with ways of engaging with difference (e.g., age, gender, ethnicity, class, sexual orientation);
- consider the interplay between risk and trust, vulnerability and creativity;
- consider the relationship of organisations to their cultural, political and economic contexts;
- reflect on the application of the experiences derived from the Event to their professional life and the development of the organisations where they work.

This experiential event provides opportunities for learning which may feel challenging to those who are in the midst of personal stressing situations. Attendance may not be advisable in such circumstances.

If you need further information, or wish to discuss the suitability of the Event to your needs, please email or phone

Carlos Sapochnik, Event Director

bapgrouprelations@gmail.com

+44 (0)20 8340 4873

Event method and events

The group relations method is to provide a number of situations in which members can study their behaviour as it happens. Processes within, between and amongst groups of different sizes and configurations provide an opportunity to study and learn from all participants in the Event – members and staff alike. Staff take up the roles of consultants, managers and facilitators.

Moving across boundaries from one group to another, negotiating between or on behalf of groups, and reviewing the experiences that take place, offer participants the potential for learning which can be applied to other settings and institutions.

The various components, taking place across 18 sessions over three days are:

Opening and closing plenaries

The Event opens in a full plenary of staff and members, providing a structured beginning as participants enter the Event as a temporary institution. The final plenary gives an opportunity for reflection on the learning from the work done over the three days, while studying the process of ending relationships.

Network event

This component has two stages. In the first phase members self-select into small study groups of 5–8 members to learn about interpersonal relationships, with a staff allocated to consulting to the process of group formation and to each of the groups thus formed.

In the second phase, groups modify their membership and explore the continuation of existing ties within a new configuration. The event ends in a plenary review.

Large study group

The objective here is to experience and learn about interpersonal relations in the setting of the whole membership. Staff, working in consulting role, assist the task by offering observations about what they perceive may be happening in the 'here-and-now' of the group.

Review groups

The purpose of these groups is to review and reflect on the roles that participants may have taken up so far in the Event and to identify areas for further development. Members are allocated to a group of 3–4 participants with a consultant as facilitator. To offer maximum learning, these groups meet in the morning of the second and third day of the Event.

Institutional event

The task of this component is to conceptualize the total Event as a developing institution. The dynamics between groups in their interaction with one another, and between the membership and management, are two of the issues which may be explored in order to understand what sort of organizational culture is explicitly and implicitly in operation as constructed by members, consultants and management.

Authority, leadership, the use (and misuse) of resources, and the (im)possibility of functioning in isolation are some of the themes that may emerge to be explored.

Staff are available for consultation on request while the management group conducts its work in open sessions. The event concludes with a plenary review.

Application groups

These groups meet for two sessions on the final day and membership is the same as in the Review groups. The task is now to apply the learning so far to current work issues as presented by the participants. A staff member assists the discussion in facilitator role.

Event staff

DIRECTORATE

Carlos Sapochnik (Director) – Organizational Consultant and Researcher; Visiting Tutor, MA Consultation and the Organization, MA Working with Groups, Tavistock & Portman NHS Trust; Member, International Society for the Psychoanalytic Study of Organizations (ISPSO); Associate Member, Organization for Promoting Understanding of Society (OPUS)

Miranda Feuchtwang (Deputy Director) – Psychoanalytic Psychotherapist, BAP; Vice Chair, European Federation for Psychoanalytic Psychotherapy in the Public Sector (EFPP); Member, Organization for Promoting Understanding of Society (OPUS)

Ben Neal (Associate Director for Administration) – Organizational Consultant; Visiting Tutor, MA Consultation and the Organization, Tavistock & Portman NHS Trust; Associate, Tavistock Consultancy Service; Clinical Specialist, Early Intervention Service, Camden & Islington Foundation Trust; Associate Member, Organization for Promoting Understanding of Society (OPUS)

CONSULTANTS will be selected from

Maxine Dennis is a Consultant Clinical Psychologist and Adult Psychoanalytic Psychotherapist based in the Adult Department of the Tavistock Clinic. She has worked on a number of Group Relations Conferences.

Miranda Feuchtwang

Steven Flower is a Jungian Analyst who writes and teaches on clinical themes. He is Chairperson of the British Association of Psychotherapists and has worked extensively as an organizational consultant.

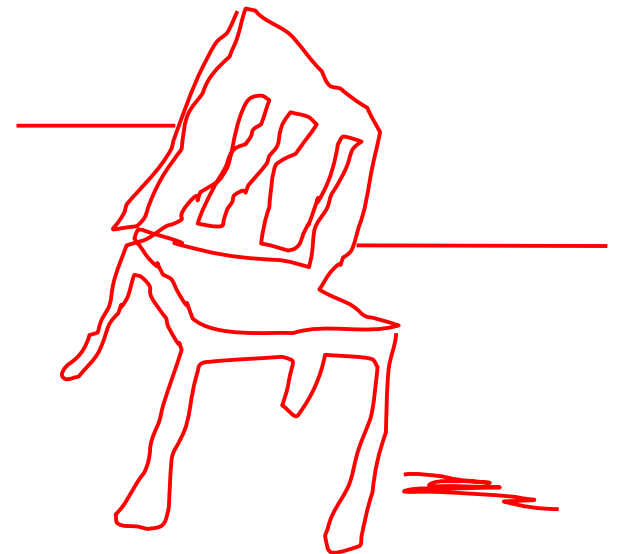
Julian Lousada – Psychoanalyst, BPA; Principal Consultant, Tavistock Consultancy Service, has directed and staffed Group Relations Conferences both nationally and internationally; former Chair of the Adult Department, and Tutor, MA Consultation and the Organization, Tavistock & Portman NHS Trust; Chair, British Psychoanalytic Council

Ben Neal

Liz Omand – Psychoanalytic Psychotherapist and Supervisor, Tutor, MSc Psychodynamic Counselling and Psychotherapy, Birkbeck College, University of London; Member, British Association of Psychotherapists (BAP) and British Psychoanalytic Council (BPC)

Anne Marie Reilly – Psychoanalytic Psychotherapist, BAP; Head of Counselling Service, University of Westminster; Tutor, MSc In Psychodynamic Counselling, Birkbeck College, University of London; Member, British Association of Psychotherapists (BAP) and British Psychoanalytic Council (BPC)

Carlos Sapochnik



BAP Group Relations 2010 and 2011 – the participants' home organizations

Association of Jungian Analysts, UK
Barking & Dagenham AMHS, London
Barnet CAMHS, London;
Beijing An Ding Hospital, Beijing
British Association of Psychotherapists, UK
Chambers of Industry & Commerce, Germany
CHEAM Resource Centre, Surrey
City University, London
Darebin Community Mental Health Centre,
Australia
East London Foundation NHS Trust
Ernst & Young Global Ltd, Australia
Foreign & Commonwealth Office (FCO), London
Forensic In-patient Millfields Unit, John Howard
Centre, London
Forensic Psychiatric Service, East Anglia
Fostering Solutions, UK
Ignite Consulting, London
Inquest, London
Investec Bank plc, UK
Kings College, London
Lawlor Scott Ltd, Kent
London Metropolitan University
Maudsley Hospital, UK

Open University, Milton Keynes
PSI Child Family Consulting Centre, Istanbul
Queen Mary University, UK
Royal School Hampstead, London
Society of Analytical Psychology, London
Springfield University Hospital, London
St Georges Community School, London
SW London & St George's NHS Mental Health
Trust
Tavistock Centre for Couple Relationships,
London
University of Greenwich, London
University of the Arts, London
Wakefield District CAMHS (Pontefract), West
Yorkshire



BAP Group Relations 2010 and 2011 – participants’ comments on their experience of the Event

‘It has given me confidence to think about how to deal with difficulties I’m facing in the organisation in which I work.’

‘I’d never been to a group relations event before and can’t make meaningful comparisons. This one more than fulfilled my expectations, and while I would probably have got as much out of a different structure, I really appreciated the sense of being held by a confidently and properly designed, well-thought out programme.’

‘I liked the relatively homely setting (not at all corporate), and the personal attention from the housekeeper and his wife was very nice. The food was unusual and a treat.’

‘I was deeply impressed with the simplicity and solidity of the structure. It offered a powerful containment for the process of the Event and the development of my own learning.’

‘I found the consultants intriguing, challenging, insightful, supportive.’

‘ In general I valued the experiential basis to the conference and the firm boundaries.’

‘The Event was hugely enjoyable, I met many interesting people and feel that my learning from it will be on-going for some time.’

‘I felt the different experiences and perspectives brought to the event by the individual members of the organising team offered a rich and very rewarding experience overall.’

‘I have discovered this new way of working and understanding group relations and I found that I felt at home and it was natural and enjoyable.’

‘I learned a lot during the institutional event. It showed the difficulty of operating within a complex bureaucracy and maintaining effective intergroup relations across and vertically in the an institution.’

‘The importance of appreciating and understanding the whole system in order to understand one’s own part in it.’

‘I have gained insights into my own response to authority.’

‘Overall I thought it was the best experience (outside my own analysis) of my life.’

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Application/registration form

Event fee before 31st August

£345

£300 for BAP members and trainees

£300 for three or more participants from the
same organization

Event fee after 31st August

£390

£345 for BAP members and trainees

£345 for three or more participants from the
same organization

**The closing date for all applications is
30 September 2012.** Early booking is recommended.

To book a place please print this booking form, fill it in
BLOCK LETTERS, and return it with a cheque payable
to 'BAP' to

Mrs Rohini Weerasooriya

British Association of Psychotherapists

37 Mapesbury Road

London NW2 4HJ

United Kingdom

Participant's details

Please write clearly and complete all details in full.

Items with an asterisk * will appear in the membership
list of the Event handbook.

TITLE*

NAME*

ADDRESS

TELEPHONE work
 home
 mobile

E-MAIL*

BEST WAY TO CONTACT YOU (please tick)

home phone
work phone
mobile phone
e-mail

EMERGENCY CONTACT (next of kin)

PLACE OF WORK

WHAT DO YOU HOPE TO GAIN FROM ATTENDING
THE EVENT?

DIETARY REQUIREMENTS

JOB TITLE*

OTHER REQUIREMENTS

MAIN ROLE(S) IN YOUR JOB

WHERE DID YOU HEAR ABOUT THE EVENT?

TRAINING

Please give details of any training undertaken (including any group relations experience) that may be relevant to the Event, giving name of institution and dates.

Cancellation Policy: All cancellations must be made in writing. Cancellations made no later than four weeks prior to the commencement of the event receive a full refund minus an administration fee of £50.

The BAP welcomes applications from all sections of society.

British Association of Psychotherapists

37 Mapesbury Road, London NW2 4HJ

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www.bap-psychotherapy.org

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