

NEGOTIATING **DIFFERENCES** / **CONFLICTS** in post-modern organizations

3rd international conference in the context of the Mediterranean



8th / 11th MARCH 2018

Hotel Perla del Golfo | Terrasini, **PALERMO - Sicily**

A GROUP for those who participate in a Group Relations Conference for the first time

B GROUP for those who have already participated in at least one Conference

LIMITED ENROLLMENT

Registration is subject to availability of a limited number of participants

IN COLLABORATION WITH

WHAT IS A GROUP RELATIONS CONFERENCE

The Conference is a temporary organization with the aim of exploring and learning from experiencing conscious and unconscious processes as they manifest in the “here-and-now” of group dynamics. The intention is to generate new thoughts and new learning and to review our knowledge and values; we have the opportunity to experience ourselves in multiple and different roles. Assistance is provided for an actual and sustainable change in interpreting the different roles in one’s organization and in life, particularly the roles that require an exercise of authority and leadership.

THE CONFERENCE METHODOLOGY

The organization of the Conference and the activities proposed to participants generate an experiential learning. This means learning from its own live experience of group and organizational processes, which promotes self-reflective skills and encourages a spirit of inquiry.

Participants, along with the staff, can critically examine different experiences, working behaviours and interpreting the roles of leaders or followers.

This type of training has no therapeutic intent and can sometimes be stressful. For this reason it is recommended to people at a time of emotional stress or difficulty in their personal lives to postpone their participation to next edition.

THE PRIMARY TASK OF THE 2018 CONFERENCE

To learn from experience the conscious and unconscious aspects of authority and leadership which are at work in the elaboration of differences and conflicts in such dyads as individual/group, female/male, analysis/synthesis, sea/land.

LANGUAGES: ENGLISH, ITALIAN

A consultant will take up the role of interpreter.

Dear Participants,

the 21st Italian international Group Relations Conference under the title "ALI" – **Authority, Leadership and Innovation**, will take place in Sicily (Terrasini, near Palermo), between the 8th and the 11th of March, 2018. The conference is designed as a residential workshop in which the learning is experiential. This will be the third in a series of workshops focused on issues relevant to the Mediterranean area. The title is **Negotiating differences/conflicts in post-modern organizations**.

Why this conference here and now?

Ours is an era in which the ever-relevant issues of authority and leadership are undergoing quick and often frightening changes. The upheaval all around the world creates chaos in some parts, dictatorships, and right-wing governments in others.

Ultra-liberalism and globalization have introduced revolutionary changes in the work place, in work ethics and workplace hierarchies, in the stratification of society, in the financial and organizational world, in the socio-political reality. Reflection, introspection and contemplation have become a rare luxury. People are always on the run from meeting to meeting, bounced from one commitment to another, from one brainstorming session to the next. Living is nowadays a constant race, which we often feel close to losing.

In this atmosphere differences in mentality, cultural clashes, conflicting interests abound, yet familiar ways of resolving them no longer work. The need for innovative, wise, and empathic leadership, for firm and balanced authority, supported by an effective communication, for trustworthy alliances and collaborations has never been greater. Yet, the risk that at the end this need will be exploited by populist and quasi 'liberal' leaders, by charismatic, inexperienced enthusiasts who promise the heavens but are barely familiar with earthly reality – looms big. **How is leadership assumed and by whom? What are the reactions of followers? Is authority granted from within and/or from without? How are collaborations formed? Why do conflicts erupt, and how are they resolved?** These are some of the questions that will be asked and explored.

The conference will contribute to the emotional and conceptual comparison between the Mediterranean histories, traditions and cultures. Our thinking will be developed with the methodology of the group relations conferences. The focus will be on the fundamental dyads of human experiences: the eternal pairs female/male, leaders/followers, mothers/fathers, adults/children, human beings/deities, north/south, sea/land... Classical, Mediterranean concepts will certainly re-emerge and will probably be de-constructed and re-thought. It is our hope that in the context of the present global and Mediterranean chaos the conference will provide an opportunity, for members and staff together, to develop experiences and innovative thoughts.

We look forward to meeting and working with you.

Giovanni Foresti, Director

Ilana Litvin, Associate Director

WHO MAY BENEFIT THE MOST

Taking part in Group Relations Conference can be particularly **useful for those who work in business organizations, public services and not-for-profit organizations, for those who are interested in understanding and managing organizations and group dynamics** within complex situations and want to enhance their competence and effectiveness in dealing with them.

All organizational processes include an emotional, irrational and unconscious dimension. When this component is not recognized and managed, the system's effectiveness decreases or comes to a halt, therefore implying both an emotional and financial cost for the organization itself. Participation in the Conference allows you to observe, recognize and manage this dimension, essential for the functioning of each system and organization.

For this reason the Conference can be particularly effective when two or more members from the same organization register, especially in the case or prospect of prominent changes, crises, mergers, takes-overs, etc. Therefore, if more people from the same organization participate, each will benefit from a discount.

DURATION

The Conference starts on the 8th March 2018 at 11.00 am and ends on the 11th March at 4.30 pm. Checkin and Registration: from 10:00 am to 10:50 am. Participants are expected to attend the whole programme of the conference, which is residential.



Francois Vase, attic amphora made by potter Ergotimos and painter Kleitias, 570-560 b.C.
Detail: The disembarkation of Teseo's companions. Archaeological Museum, Florence. Italy.



“Whether it be natural or civil laws the very nature of the law was originally specified by Mediterranean minds. Nowhere else has the power of the word been so disciplined and developed: the word consecrated to logic, used to discover abstract truths, to build the universe of geometry or that of relationships that allow justice”

Paul Valery, Inspirations Méditerranéennes

THEMES, GOALS AND VALUE

To imagine humans at first as isolated beings, rather than embedded in a social matrix, is a rooted and still present tendency in western culture. **The Group Relations Conference ALI 2018** offers the participant the opportunity to experience connections between individual, group and organization, and the boundaries of time, space and task.

The experience allows us to observe in action conscious and unconscious dynamics of competition and cooperation, the nature of authority experienced through different roles and the reciprocal influence that each of us has on others.

The focus on the Mediterranean drives the participant’s attention to the impact that different cultures of migrants exert on social, organizational and business processes. Creating new ideas and methods of intervention is the needed challenge to offer our organizations opportunities for change and transformation.

CONFERENCE STAFF

DIRECTORATE



Giovanni Foresti
Director

M.D. and psychiatrist, he is training and supervising analyst of the Italian Psychoanalytic Society (SPI) and the IPA, associate member of OPUS, London, and member of the scientific committee of IL NODO group, Turin. He teaches at School of Psychiatry of the Milano-Bicocca University and at the Department of Psychology of the Catholic University. He works as supervisor and organizational consultant in several institutions.



Ilana Litvin
Associate Director

MA (English Literature), MA (Clinical Psychology); psychoanalytically oriented Psychotherapist, Organizational Consultant, Executive Coach and Supervisor in private practice. Since 1996 involved in Group Relations work, taking up roles of consultant, associate director and director in national and international GR conferences in Israel and abroad; member and past chairperson of OFEK; member of OPUS and ISPSO; Israel.



Kenneth Eisold
Senior Consultant

Psychoanalyst and organizational consultant, he has written extensively on the psychodynamics of large systems as well as on the organizational dimension of psychoanalysis. He is Past President of the ISPSO as well as former Director of the Organizational Program at The William Alanson White Institute. His book, *The Organizational Life of Psychoanalysis* was published in 2017 and *What You Don't Know You Know* in 2010. USA.



Carla Cremonese
Administrator

M.D., Psychiatrist, psychotherapist, in charge of the Community mental health services of the University of Padova Psychiatric Department. Adjunct Professor in the School of Psychiatry, University of Padova. Member of Il NODO Group, Turin. ALI Staff Member since 2016. Various experiences of clinical supervision and training in Health Care Services.



Alfredo Veneziale
Administrator

Organizational consultant and Project Manager, Social Dreaming Host, Balint group and Large group leader. Degree in Communication Studies. Master in Human Resources. Member of Il NODO Group, The Gordon Lawrence Foundation.

CONSULTANT STAFF will be drawn from



Giada Boldetti

M.D., psychiatrist, freelance. Until 2016 she has worked in public health. Since 2000 she has been responsible in psychiatric residential rehabilitation in TCs. From 2014 to 2016 she has been deputy director of Mental Health Service Psichiatria I in Padua. She has been part of many GRCs as a member and as a consultant. Member of Il Nodo Group.



Chiara Ghetti

M.D., psychiatrist, member of SPI and IPA, psychoanalyst and psychotherapist. She worked in psychiatric care, addictions and, as person in charge of a Day Hospital, rehabilitation services. She is referent of the study and work Group on Psychology of Emergency in the Psychoanalytical Centre of Bologna, member of the PER Group for asylum-seekers. Training and supervisor for social and health workers.



Manuela Martelli

M.D., specialized in Neurology, Medical Psychology and Psychotherapy. Member of SPI and IPA. She works as psychoanalyst, supervisor and professor for health and social workers. Currently she is a collaborator for the Health Public System in Bologna as Group supervisor for caregivers (psychologists, health educators and social workers) in the refugee and asylum seekers program. She is a consultant for refugees.



Francesco Noseda

Psychologist, psychotherapist, psychoanalyst IFPS expert in group, psychodrama and adolescents psychoanalysis. Co-Founder of SIPRE branch office in Parma. Group psychotherapy and psychodrama and Family psychotherapy Lecturer. Board member of Il Nodo Group. He works with creativity and innovation as supervisor and psychotherapist in several centers and institutions for mental health problems.



Fabrizio Pavone

M.D., Consultant psychiatrist on the Psychiatric ward of the San Matteo Polyclinic in Pavia. Psychoanalyst SPI / IPA. Adjunct Professor, University of Pavia, Faculty of Medicine: School of Neurology-Psychiatry; Psychiatric Rehabilitation, Group and Family Psychotherapy. He has also been teaching and supervising in the Accademia di Belle Arti di Brera (Art Therapy master's) for the last ten years.



Mario Perini

Scientific director of IL NODO Group (Turin). M.D., psychiatrist, psychoanalyst, organizational consultant, executive coach. Member of SPI, IPA and ISPSO, he is scientific advisor for the Italian Group Relations Conferences Programme. He works as supervisor, trainer and Balint group leader. He teaches Group and organizational dynamics at the Turin University Department of Psychology.



Amra Saleem Rao

Clinical psychologist and Organisational consultant. She was born in Pakistan and has a South Indian heritage. She leads psychological services in London and is Director of Psychological Horizons- an organisational consultancy. She is the chair of BPS Leadership and Management Faculty and is leading national programs on wellbeing and supporting future leaders. UK.



Anna Reali

Child and adolescent therapist, she works both for organisations and in private practice in Cambridge and London. She has been a staff member of several GRCs in Italy and in the UK and was until recently director of public events at OPUS, London. Member of Il Nodo Group. Consultant and trainer in the field of mental health and education. UK.



Don Franco Tassone

Priest, parish priest of the Parish San Mauro (Pavia), in charge of the Social and work Pastoral, Pavia's Diocese. Degree in Jurisprudence, Diploma in Professional Education, Master in Clinical Pedagogy and Criminal Psychology. Advertiser for the newspaper La Provincia Pavese, director of Il Ticino, head of the Casa del Giovane. Trained in Group Relations with the Tavistock Method.

CONSULTANT INTERPRETER



Daniela Massarani

She lives in Milan and works as an interpreter and psychologist. After an experience in the psychiatric world she went back to her first passion, foreign languages, becoming the official voice of many psychotherapists, psychoanalysts, neuroscientists and neuropsychologists in international trainings and conferences. As family trainer she offers support to parents in coping with everyday's problems.

REGISTRATION FEES

EARLY BIRD for enrolment received before 16/01/2018 **€ 1.525 VAT included**

REGULAR for enrolment received after 16/01/2018 **€ 1.830 VAT included**

The fee includes **participation to the Conference plus full board and lodging for the event duration**. Registration is considered valid upon receipt of the application form duly signed and accompanied by the confirmation of the payment of the **booking fee of € 250 VAT included**. Single, twin or triple rooms are available at the hotel subject to availability. **Request for any additional nights must be submitted by participants via email: info@hotelperladelgolfo.it or by phone to +39 334 6075197** and the payment due will be settled directly to the hotel upon check-out. In case of non-attendance, the deposit will not be refunded.

You can download the **registration form** through the website www.ilnodogroup.it/en.

EXTRA REDUCTIONS AND BURSARIES

-100 € each	Simultaneous enrolment of 2 participants or members of same organization
-200 € each	Simultaneous enrolment of 3 or more participants or members of same organization For members from Mediterranean and Balkan countries
BURSARY	Under 35 or participants from Mediterranean and Balkan countries

Bursaries must be requested before 16/01/2018 using the application form through the web site www.ilnodogroup.it/en

INFORMATION AND REGISTRATION

AGENZIA MOSAICO +39 011 5681238 | ali@ilnodogroup.it | www.ilnodogroup.it

VENUE

Hotel Perla del Golfo is located at 20 km from the Punta Raisi Palermo airport. **Upon request and borne by participants, the hotel can arrange private and collective transfer from/to the airport.** If interested, please contact:

Hotel Perla del Golfo

Phone **+39 091 8695058** | **+39 334 6075197**

Email **info@hotelperladelgolfo.it**

C.da Paterna S.S. 113 Km 300 - 90046 Terrasini, Palermo
www.hotelperladelgolfo.it



SPONSORED BY

Il NODO Group is a scientific cultural not-for-profit Association which historically originated from a professional team formed in Turin in the nineties. It has developed study, training and consultancy activities in cooperation with the Tavistock & Portman NHS Trust in London and other national and international scientific institutions. The members of Il Nodo Group are professionals with interdisciplinary and cross-sector competences in the health and social care fields, in the business world, in education, in social cooperation and in the public administration. The Primary Task of Il Nodo Group is to promote the exploration and understanding of conscious and unconscious relational processes in individuals, groups, organizations and the society, as instruments of change management, support to the development and wellbeing. Following an initial sponsorship with also CESMA and TAVISTOCK, the Association Il NODO Group has become the main sponsor of the residential Group Relations Conference "Authority, Leadership and Innovation" (ALI) that has been organized yearly since 1998. Il NODO Group is also sponsoring other GRC informed innovative events such as "Energy, Creative Cooperation and Well-being in organizations" and "Learning from action". Today ALI is a firmly established member of the "Group Relations" international network and has become "the Italian formula of the Tavistock Method".

ILNODO
GROUP

www.ilnodogroup.it/en



Assyrian relief, Warship probably built and manned by Phoenicians, VII century b.C., Nineveh, South West Palace, room VII, panel II. British Museum, London.

IN COLLABORATION WITH

The **Italian Psychoanalytic Society (SPI)** was founded in Teramo 7 June 1925 and was recognized in 1936 as a society of the International Psychoanalytical component (IPA) established in 1910 by Sigmund Freud. Currently SPI is present in almost all the national territory through eleven



centres that bring together more than a thousand members between psychoanalysts and students who are active in major Italian cities. It aims to train analysts through personal analysis and a theoretical and clinical course of five years, including the supervision of clinical cases with a senior analyst with years of experience. The SPI analysts, during their whole working lives, typically conduct both clinical and theoretical activities, thus ensuring the continuous progression of their analytical capacity.

www.spiweb.it



OFEK - the Israeli Association for the Study of Group and Organizational Processes is a not-for-profit community interest organization founded in 1986 with the objective of studying relations in groups, organizations and society, through the experiential learning methodology of the Tavistock tradition of Group

Relations. OFEK holds a yearly international group relations conference in English, conferences adapted to a theme or organization, Hebrew conferences and scientific meetings and activities. In 2017 OFEK held a special international event celebrating its 30 year anniversary.

www.ofek-groups.org/en

For over 50 years, the **A.K. Rice Institute for the Study of Social Systems (AKRI)** has helped individuals and organizations understand the complexity, beauty, power and importance of groups. Its mission is to support and advance the study of group relations through educational initiatives. Using a model originated at the Tavistock Institute in London, the approach facilitates learning within experiential 'group relations conferences' which help identify the often hidden, unexamined, and unconscious aspects of groups and organizations.



AKRI also helps train practitioners and skilled consultants in this field through its training the certification program.

www.akriceinstitute.org



Redfish Scorfano Tano. Pilato 2015.
Various materials found on the beach.

*“Whence things have their origin, thence also their destruction happens, according to necessity.
For they give to each other justice and recompense for their injustice in conformity with the ordinance of Time.”*

Anaximandre (609-546 b.C.)

in Simplicius, Comments on Aristotle’s Physics (24, 13)

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of the Group-Analytic Society-Belgrade

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Sezione Veneta

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