



Group Relationship Conference

Authority, Leadership and Membership

Exploring Trust and Conflict in a Time of
Crisis and Unstable Boundaries



Shenyang · China

December 29, 2020 - January 2, 2021

*The myriad creatures carry on their backs the yin and embrace in their arms
the yang and are the blending of the generative forces of the two.*

——Taoism

Organizers

Division of Group Counseling and Group Therapy, Chinese Association for Mental Health, DCGGT, CAMH

A.K. Rice Institute, AKRI

China-America Society for the Study of Groups and Organizations, CASSGO

Shengjing Hospital of China Medical University

Co-organizers

Mental Rehabilitation Committee of Liaoning Rehabilitation Medical Society

Beijing Wanshengxinyu Co.

Chinese Group Psychotherapy Club, CGPC

Shenyang Flower Blossom In Heart Information consulting company



Sponsors

The University of Chicago

Group Relations International, GRI

Tavistock Institute China, TIC

Group Relations International East, GRI-E



Dear prospective member,

I invite you to attend our 6th Group Relations Conference (GRC) in China. I am honored to continue to bring GRC to China with the support of our local and international staff for the past six years.

We are building and being shaped by increasingly complex systems. Families, organizations, institutions and communities may all be affected by this complexity. This conference will offer you an opportunity to explore Authority, Leadership and Membership: Navigating Trust and Conflict in a Time of Crisis and Unstable Boundaries that we develop together as the conference becomes a temporary educational system.

This conference will be the first online, the second time conducted entirely in Mandarin in China. Those of us on staff without Mandarin speaking ability may use non-verbal communications in working with you. In addition, you may choose to address us in English if you believe that doing so is in the service of your learning. You may also enlist your colleagues as interpreters to engage with those of us who do not speak Mandarin. We will work with you to understand both the content of your communications and the process by which we work with each other, since examining the processes of engagement and authorization are central to our conference task.

I'm very looking forward to taking part in a challenging learning opportunity together with you and our staff in Shenyang.

Jeffrey D. Roth, MD
Director of Shenyang Group Relations Conference



Rationale & Aims: Learning From Experience

Division of Group Counseling and Group Therapy (DGCGT), Chinese Association for Mental Health presents a learning opportunity in Shenyang for persons interested in developing a psychodynamic and systems perspective through Group Relations Conference. Group Relations is a psychodynamic-and-systems-rooted model for understanding groups, organizations and larger social systems, and focuses on working with unconscious processes at the group-as-a-whole level, as well as learning from here-and-now experiences.

Effective leadership and the meaningful exercise of authority require more than intellectual and technical understanding. The Group Relations model in the Tavistock tradition provides a well-defined context within which to examine group-level forces and dynamics as they occur in the here-and-now. As people work in groups, families and other social systems, their participation takes on many different meanings—influencing thoughts, feelings and action. The confluence of individual meanings powerfully affects the identities, roles and authority we take on in groups, schools, organizations, institutions, communities and society.

Members of a group relations conference have the opportunity to directly experience:

- ◆ How people join and engage in group work, delegate and resist authority, and develop roles and reputations.
- ◆ How people contribute to and obstruct getting the group's work accomplished.
- ◆ How members of a group exercise authority, power and influence in meaningful and appropriate ways—both as leaders and as followers.
- ◆ Group collusion in the creation and enabling of maladaptive roles.
- ◆ Group support for recovery from these maladaptive roles.

In applying the learning from group relations conferences, having two or more people from the same organization attend the conference together is often useful.



Structure & Method

This Conference is designed for individuals who wish to study the exercise of authority in groups and understand more about their experiences and reactions to exercising and encountering authority. The Conference is organized as a sequence of group and inter-group interactions. Events include experiences in: :



Small Study Group—Examines the life of an eight to twelve members group as it unfolds. One or more consultants assist the group with the task.



Large Study Group—Consists of all conference members with a team of consultants and meets to study its own behavior in the here – and - now in a situation in which face-to-face interaction is problematic or impossible.



Institutional Event—Members form their own groups to interact with other member groups and with staff. The primary task of the IE is to study the relationships between and amongst groups, including the staff and institution management team.



Review /Application Group—Consists of six to eight members with one or more consultants; provides opportunities for members to further reflect on their experiences and roles in the different Conference events and relate them to their work roles in community and institutional settings.

Please note: The conference is designed to provide an integrated experience. Learning occurs not only during individual conference events but also from their sequence and relationship to one another; therefore, membership entails a commitment to attend all events.

Research content

The conference includes a research component. There will be observers in conference events. The members who apply this GRC need to read and sign a Informed Consent. The first Informed Consent is about the observation and field notes during the conference. You can attend the meeting only after you submit the signed Informed Consent. The second one is about participation in the questionnaire and post-meeting interviews, which can be signed voluntarily, but we encourage you to participate. See Appendix 1 and Appendix 2 for details.

Agenda

Tuesday Dec 29	Wednesday Dec 30	Thursday Dec 31	Friday Jan 1	Saturday Jan 2
Registration 8:30-9:20	SG3 8:30-9:45	LG4 8:30-9:45	IE5 8:00-9:00	SG6 8:30-9:45
Plenary Opening 9:30-10:15	LG2 10:30-11:45	IE Plenary and IE 1 10:30-11:45	IE6 9:15-10:15	LG6 10:30-11:45
SG1 10:30-11:45	Noon break 12:00-13:00	Noon break 12:00-13:00	IE Plenary Review 10:45-11:45	Noon break 12:00-13:00
Noon break 12:00-13:00	SG4 13:00-14:15	IE2 13:00-14:00	Noon break 12:00-13:00	Plenary Conference Review 13:00-14:00
LG1 13:00-14:15	LG3 15:00-16:15	IE3 14:15-15:15	SG5 13:00-14:15	RRAG5 14:30-15:30
SG2 15:00-16:15	RRAG 2 17:00-18:00	IE4 15:30-16:30	LG5 15:00-16:15	Social Hour 15:45-16:30
RRAG 1 17:00-18:00		RRAG 3 17:00-18:00	RRAG 4 17:00-18:00	

Working Language

Mandarin (All Mandarin speakers can participate)

Organizers

◆ *Yong Xu*

Associate chief physician, deputy director of Department of Training and Education, Shanghai Mental Health Center; Vice chairman, Academic Committee of Group Counseling and Group Psychotherapy, Chinese Mental Health Association (CMHA); Board member, Academic Committee of Psychoanalysis, CMHA; Member and Fellow of American Group Psychotherapy Association; Member and Board member of International Association of Group Psychotherapy and Group Process; Certified Group Psychotherapist (C.G.P); Member of Group Analysis Society international.

◆ *Jeffrey Roth, MD*

Department of Psychiatry, University of Chicago; Fellow, A. K. Rice Institute, AKRI.

◆ *Xumei Wang, MD, Ph.D*

Director of Department of Psychiatry, Shengjing Hospital ; Member and Consultant candidate, AKRI ;Chairman of Mental Health Rehabilitation Committee of Liaoning Rehabilitation Medical Society; Chairman-elect of Mental Health Branch of Liaoning Medical Society; Board Member of Psychosomatic Medicine 、 Member of the Psychoanalysis Committee and Member of the Group Counseling and Therapy Committee of the Chinese Mental Health Association.

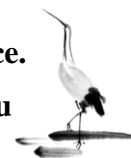
Dates and Times

December 29, 2020-January 2, 2021 (Tuesday 9:30-18:00; Wednesday 8:30-18:00; Thursday 8:30-18:00; Friday 8:00-18:00; Saturday 8:30-16:30)

Conference Form



**Online meeting (Please download ZOOM and debug the equipment in advance.
Only one device will be allowed to log in during the meeting, meanwhile you
should better live in a room alone, without interference)**



Fee

Considering effect of COVID-19 and cost of online conference, the conference decided to adjust the cost from the original price of 9400 RMB to 4500 RMB to encourage more students to attend our conference.

A discount of **10%** per person is available in the following two situations:

- 1) Group discount: 3 or more people (from the same institution) sign up as a group.
- 2) Membership discount: member is from the Organizers, Co-organizers and Sponsors listed above.

Early bird discount: complete the application before September 1st, 2020, get **500** RMB discount. Please complete payment after receiving offer within 1 week, otherwise early bird discount will be cancelled.

Please find the details of discount in the following table:

	Early bird discount	No early bird discount
Group discount	3550 RMB	4050RMB (10% off)
Membership discount	3550 RMB	4050 RMB (10% off)
Individual	4000 RMB	4500RMB

Application Deadline

November 1st, 2020

How to Apply?

You can fill in the online application form at (<https://ghx6uwjai9tmvii6.mikecrm.com/JjdCKPs>) or scan the QR code to access the Application form. Enrollment will be limited to 70 members, early registration is advised.



Application Results

The application result will be sent to applicants via email within 2 weeks with the instructions of payment methods. Please complete your payment as soon as possible. If fees are not received, the seat will be given to the next qualified applicant.

Partial Scholarship

Partial scholarships (10%-15% of the tuition fee) are available based on financial need and on a first come, first serve basis.

Please scan the QR code or use the following link,

(<https://www.wjx.top/jp/67425494.aspx>) to fill in the online scholarship application form. **Scholarships will not be provided to those who have already got group or membership discount.** Please complete payment as soon as you receive the scholarship application result.

Application deadline: September 1st, 2020

**Application Result: will be sent out via email
in the early of November.**



Withdrawals and Cancellation

Withdrawals after November 1st, 2020 will not be refunded unless the position can be filled by someone on a waiting list.

Reference

Applicant needs to provide the name and contact information of a reference because experiential learning sometimes is stressful. Please be noted that if you are not currently physically healthy and emotionally stable, please choose another time to join our conference..

The reference must be someone who can vouch **that** the applicant is emotionally and physically capable to participate in this conference (e.g. your family member, friend, colleague, supervisor or line-manager). **If you are a member of the Organizers, Co-organizers and Sponsors listed above, please find a reference in that institution. Admin team will confirm your membership and give your discounts.**

Contact Information

For further inquiry, please email us at grcchina2020@126.com.

Photograph

To protect personal privacy, all audio and video recordings are prohibited during the meeting. Photos of staffs and members will be taken at the Plenary Opening and/or Social hours. The photos will be used at the website of DGCGT and AKRI. If you don't want to give consent to these photos, please inform us via email in advance.



Directorate

◆ ***Conference Director: Jeffrey D. Roth, MD, FAGPA, FASAM, FAKRI***

Lecturer, Psychiatry, University of Chicago Medical Center; Adjunct Faculty, Psychiatry, Rush University Medical Center; Past Editor, Journal of Groups in Addiction and Recovery; Medical Director, Working Sobriety; Private Practice; Member and Past President, Chicago Center for the Study of Groups and Organizations (CCSGO); Fellow, AKRI.

◆ ***Associate Director: Ming-Hui Daniel Hsu, Ph.D***

Counseling Psychologist, Supervisor, and Organizational Consultant in private practice, Taipei; Dr. Hsu received his Ph.D. in Counseling Psychology from New York University, has served as a consultant in group relations conferences in New York, London, Israel, Beijing, and Hong Kong since 2004, and was a Co-Director in the first Taiwan Group Relations Conference in 2018, and Associate Director in Changsha Conference in 2019. Dr. Hsu was the Associate Director of the three consultant trainings in China in the past two years. President, Group Relations Taiwan; Associate, AKRI.

◆ ***Associate Director of Research: Seth Harkins, Ed.D***

Principal, Harkins Educational Consulting and Advocacy; adjunct professor National Louis University, Chicago, IL; researcher; Mentor, AKRI Training and Certification Program; board of directors, A.K. Rice Institute; past president and member Chicago Center for the Study of Groups and Organizations; vice president and board member, Midwest Group Relations Center; president board of directors Illinois Community and Residential Services Authority; board of directors Chicago Virtual Charter School; executive director, board member Serenity Academy Chicago; director of the Illinois Individual Care Grant program ; principal of therapeutic day schools and CEO of a residential school; Over the course of the past thirty-five years, Dr. Harkins served in various group relations conference roles, including member, administrator, assistant director for administration, consultant, associate director, and researcher

◆ ***Assistant Director of Administration: Xumei Wang, MD, Ph.D***

Professor and Director of Department of Psychiatry, Shengjing Hospital, China Medical University; Chief Psychiatrist, Psychodynamic Psychotherapist, Music Image Therapist; Member and Consultant-in-training, AKRI. Member for Beijing Group Relations Conference 2016; Member of the Small Study Groups Training Program Primary and Advanced 2017; Co-consultant in Beijing Group Relations Conference 2018; Consultant-in-training in Shanghai Large Study Group Training Conference ; Consultant in Changsha Group Relations Conference 2019.

◆ ***Assistant Director of Research: Yu-Kuang Kevin Hsu, Ed.D, Ph.D***

Psychology Professor/Chair/PhD. Candidate Advisor, National Tsing Hua University. Chief Editor, Guidance Quarterly. Director, Taiwan Association of Talent Assessment and Development. Postdoctoral Fellow, Counseling and Human Services, University of Maryland. Ed.D. Counseling Psychology, National Changhua University of Education. Licensed Clinical Psychologist & Counseling Psychologist, Taiwan Advanced Professional Examination. Certificated Supervisor & Qualified for Supervisor Training. Interested and effort on teaching, supervision, and research of group dynamic, counseling, and psychotherapy.

Consultant

◆ ***Winnie Fei, Ph.D***

PhD in psychology of religion, Peking University. Chief Executive Officer of Tavistock Institute China and academic leader of Tavistock China. Introduced The Tavistock Institute's methods and techniques into China, having certification training of Tavistock Systems methodology to maintain the international standards in China. Associate Director of the first Tavistock China Group Relations Conference in 2017 and the second in 2019. Obtained the Certificate for Practitioner of Tavistock Consultancy and Change. Have been attended GRC 14 times in Europe, America and China. Group Therapist in Singapore, member of the expert committee of the Asian Psychological Management Association, Group Supervisor certified by Irvin Yalom

college, USA and CIP. Being committed to apply the Tavistock System Dynamics and Interpersonal group methods and technologies to Chinese enterprise organizations, health education and welfare.

◆ ***Yan Gong, MSc***

Lecturer, Mental Health Education Consulting Center, Department of Psychology, Sun Yat-Sen University. Member of the Standing Committee of the Mental Health Education and Counseling Committee of University Students of Guangdong Province. Systematic learning Satir Transformational Systemic Therapy and Sino-US non-structural group counseling and treatment. Participated the Conference hosted by DGCGT, the University of Chicago Beijing Center and the A. K. Rice Institute, AKRI (2014, 2016, 2018). And participated in junior group and senior group of Small Group Consultant Training (2017.03 and 2017.11) and Consultant-in-training of LSGCT (2019.01 and 2019.10) jointly organized by DGCGT and the the A. K. Rice Institute, AKRI. The Associate Director of Administration of LSGCT (2020).

◆ ***Chun-fang Tommy Li, MSc***

Master Degree in Psychology; Psychotherapist in university Counseling Center, received systematical training from German-Chinese Academy for psychotherapy(DCAP), China-American psychoanalytic alliance(CAPA), oriented in psychodynamic psychotherapy (advanced level certification). Member of Beijing “Authority and leadership” Group Relations Conference (2014 and 2016), “Training for Small Study Group Consultation Training in the Group Relations Model” (basic level and advanced level in 2017) by DGCGT and A.K. Rice Institute. Group Relations Conference in Changsha (2019,CIT).

◆ ***Han Liu, MSc***

Co-founder of Group Relations China; Executive coach, team & organizational development consultant and behavioral leadership trainer at CEIBS and the Moscow Business School of Skolkovo; Member of Academy of Management and ITAA; Staff Consultant of Making the Difference GRC in China; Certified small group consultant at the Advanced Training in Small Group Processes by OPUS; Member of the advanced training in March 2017 and consultant-in-training of the advanced consultant training in November, 2018; she was also co-consultant of the Basic Training Group and the Advanced Training Group. Han is currently working on her

PhD degree in Organizational Behavior at Weatherhead School of Management, Case Western Reserve University, in the US.

◆ ***Jin Liu, MSc***

Master of Science, PhD candidate in Psychology, Peking University; Psychoanalytic psychotherapist and group therapist in private practice. Finished a series of trainings for Group Relation consultants held by DGCGT. Finished basic, advanced, infant observation and supervision trainings of CAPA (Chinese American Psychoanalytic Association). Attended 2014 (Beijing), 2016 (Beijing), 2018 (Beijing), and 2019 (Changsha) GRC held by DGCGT as member, Culture Interpreter, Consultant-in-Training, Assistant Director of Administration (during conference), respectively. Consulted to the first GRC in Taiwan in 2018.

◆ ***Xiaohua Lu, Ph.D***

Associate Professor, Counseling Center of Beijing Jiaotong University; Secretary General of The Division of Group Counseling and Group Therapy, China Association for Mental Health(DGCGT,CAMH); Cultural interpreter for the 2014 Beijing GRC; Member, 2015 GRC in Chicago; Member, 2018 GRC in New York City; Administrative staff member, 2016 GRC in Beijing, preconference administrator and member for SSG consultant-training in March, 2017; preconference admin and consultant-in-training for advanced SSG consultant-training in November, 2017 by DGCGT,CAMH and A.K. Rice Institute. Member and CIT in 2019 GRCs in Boston, 2019, observer in Northwestern University in Chicago. Consultant candidate in 2019 GRC in Roosevelt University, consultant for 2019 Changsha GRC.

◆ ***Yong Niu, Ph.D***

Teacher, Beijing Jiaotong University ; Certified psychologist , Chinese Psychological Society ; Existential-humanistic therapist ; Member of “Authority and leadership” Group relations conference 2016 ; “ Training for Small Study Group Consultation Training in the Group Relations Model” November, 2017 in Beijing ; “Advanced Training for Small Study Group Consultation Training in the Group Relations Model” June, 2018 in Beijing. "Consultant Training " in Group relations conference 2019 in ChangSha.

◆ ***Lin Qin, ME***

Co-founder, Reverie Psychological counseling Co., Ltd.; Psychological counselor; Master of Education in Psychology, Beijing Institute of Technology; Psychological counselor of CPS Registration System (X-17-051); Finished GRC small group consultant training (2017), and large group consultant training (2019) organized by the Group Division of China Association of Mental Health, and the A.K.Rice Social System Institute. Participated GRC 2014 and 2016 in Beijing as Member, and GRC 2019 in ChangSha as Consultant-in-training.

◆ ***Xiao-feng Ellen Sun, MSc***

Master of psychology. Group therapist, Supervisor. AGPA member. AKRI member. Served as a Member, Cultural Interpreter, Consultant-In-Training, Administrator Staff and Consultant in GRC (Beijing, Chicago, Hong Kong, New Orleans, Leicester, Qingdao, Shanghai, Changsha). Participated in SSG and LSG Consultant Training jointly organized by DGCGT and AKRI. TIHR and TIHR-China jointly trained Dynamician and Organizational System and Change Consultant. Participated in "Advanced Training in Small Group Processes" supervised by Lionel Stapley and was certified by IGO Consultancy.

◆ ***Yu-An Wang, MA, LMHC***

Private Practice, Seattle, WA; Supervisor for Elderly In-Home Care Case Management and Social Service Consultant, Chinese Information and Service Center, Seattle, WA; I have been involved in Group Relations in the United States and worldwide since 2014. Conference roles includes member, interpreter, consultant in training, co-consultant, and consultant. Associate, AKRI; Member, ACA; Member, AGPA.

◆ ***Fan Yang, MSc***

Bachelor degree of Applied Psychology, Nanjing University; Master degree of Developmental Psychopathology, Durham University. Full-time Psychological Counselor, Duke Kunshan University; Leadership Consultant, China Europe International Business School; She has been involved in Group Relations work since 2016. Conference roles include member, cultural interpreter, consultant-in-training, co-consultant and associate director of administration.

◆ ***Tingli Zhou , Head Nurse***

Psychological Counselor, in Private Practice; Group Consultant and Group therapist in Counseling Center of Beijing Jiaotong University; Forest Therapist; Head Nurse; Multiple experiences in Group Relations Conferences : Member 、 Consultant-in-Training and co-consultant、 consultant in Beijing、 Israel、 Shanghai、 Chicago and Changsha ; Member, DGCGT, CAMH) ; Member, AGPA; Member, AKRI; Psychological expert, for Beijing City Broadcasting, Beijing Traffic Radio, China National Radio; Founder of LiveinGroup; Author of “Rebellious children closer with you”.

Researcher

◆ ***Ying Fu, MSc***

Bachelor of clinical medicine, Qingdao university. A graduate student of China Medical University with psychiatry as major. Member in Changsha Group Relations Conference , October,2019.

◆ ***Dawei Lv, M.Psy***

Registered Psychologist, Chinese Psychological Association (x-14-035). Master of Psychology. Member of the Department of Group Counseling and Consulting of the Social Work Federation Mental Health Work Committee. Application Consultant, China TA (Transactional Analysis).Participated in the Group Relations Conference many times.Participated in the small group consultant training and large group consultant training of the group relations model many times.

◆ ***Rongwei Sun, MSc***

Bachelor of clinical medicine, Qingdao university. A graduate student of China Medical University with psychiatry as major. Member in Changsha Group Relations Conference , October,2019.

◆ ***Bing Wang, Ph.D***

Doctoral student in psychiatry of China Medical University, Psychology teacher of Shenyang Normal University. Member in Shanghai and Changsha Group Relations Conference in 2019.

◆ ***Xiaohong Wang, MBA***

Executive MBA, Sun Yat-Sen University. OD Consultant. Tavistock Group Dynamician Certified WIAL Action Learning Coach. Having Attended the Tavistock Group Relationship Conferences(GRC) as conference member since the end of 2018. Having Attended the GRC held in Changsha at 2019 as conference member.

◆ ***Yan Wang, MSc***

Master of Psychiatry and Mental Health, Chinese Medical University ; Member of the “Shanghai Large Study Group Consultant Training Conference ” January , 2019 ; Member in the “Changsha Group Relations Conference” October , 2019.

◆ ***Dahe Zhang, M.Psy***

Psychological Counsellor, Bachelor of Engineering of Northeast University, China. Courses completion of developmental psychology, of IPCAS. EAP Counsellor of Miaozhen information technology Co. Group psychological counsellor of Beijing Jiaotong University, Certified counsellor of Jidandanxinli platform. He has been involved in Group Relations work since 2017, participated GRC conferences several times in Beijing, Shanghai, Chicago this years. Conference roles include member, consultant-in-training

◆ ***Yan Zhang, Ph.D***

PhD. Registered Supervisor, Clinical and Advisory Committee, Chinese Psychological Association. Standing Committee Member and Deputy Secretary-General of the Group Counseling and Therapy Committee of the Chinese Mental Health Association Standing Director of Mental Health Working Committee of China Social Workers Federation, Chairman of the Department of Group Counseling and Counseling.

Administrator

◆ ***Member of Administration: Wenjie Wang, MSc***

Psychiatrist, Shengjing Hospital, China Medical University. Dynamic orientation psychotherapist, music imaging therapist ; Member of the“Changsha Group Relations Conference”October, 2019.

◆ ***Member of Administration: Shiyu Wang, MSc***

Master of Psychiatry and Mental Health, Chinese Medical University ; Member of the“Changsha Group Relations Conference”October, 2019.

◆ ***Pre-Conference Member of Administration: Wanning Wang, MSc***

Master of Psychiatry and Mental Health, Chinese Medical University ; Member of the “Shanghai Large Study Group Consultant Training Conference ” January , 2019 ; Member of administration in the“Changsha Group Relations Conference” October , 2019.



2019 年会议学员反馈

学员反馈说：

- 沉默也是一种权威
- 动力一旦被表达，就像是面对生与死
- 被理解的喜悦、被排斥的无力
- 在体验一种“发酵”的过程
- 唇齿相依的联接
- 我为自己代言
- 修身养性，更重要的是明心见性
- 因事成人，因人成人，因人成事
- 更好的领悟到了边界的意义
- 体验到了很多，关于权威、边界、自己的位置、反抗、悲伤
- 在螺旋式的座椅圈中，痛并快乐
- 亲见形形色色的人，体会复复杂杂的关系

2014、2016 年会议学员反馈

从团体关系会议中，我们可以学习到什么？

学员反馈说：

- 边界-边界-边界、框架-框架-框架，限制自由的，竟然也是保障自由的！
- 发出自己的声音！为自己作主！
- 每个系统都有“The Last One”，你不要总是选择做最后一个。
- 不是领导选择了我，而是我选择了被领导。
- 学习到强与弱的关系。

——如何面对自己内心的恐惧。

——体验到愤怒和攻击的力量！

——觉察自己的多个角色，胜任力，以及妨碍自己承担的因素。

——竟然发现自己一直在逃跑。

——让我看到人和关系的真相！

——每一个当下都是生命最珍贵的一部分。

——在两性议题上的工作让我获益良多。

——用精神分析的视角来理解组织的行为，很棒！

——喜欢大团体的张力。

——“挫折”和“满足”一样，对个人可能有损，也可能有益。

——对管理工作有很大的帮助。

——在会议中我常常想到我的机构，回到工作中，又常闪回会议的情景！

——体验中国人、体验中国文化、体验中国人的伤痛、体验中国人的力量！

——放手。然后，才有空间、才有机会、才有可能性。

——见识了各种各样的成瘾。发现了自己竟然也是一个“瘾君子”。

——从顾问“扑克脸”的“无”中，看到了自己的“有”。

——不止绕梁三日，而是回味无穷……



Appendix 1:

SHENYANG GROUP RELATION CONFERENCE INFORMED CONSENT FOR CONFERENCE MEMBERS AND STAFF

I voluntarily consent to participate in this research study of the Shenyang Group Relations Conference directed by Jeffrey Roth, MD, who is assisted by Ming-Hui Hsu, PhD, Associate Director, Seth Harkins, EdD, Associate Director for Research, and Xumei Wang, MD, PhD, Assistant Director for Administration and Principal Investigator of this research. This research tentatively entitled *The Shenyang Group Relations Conference: Staff and Member Learning* is approved by the Ethics Committee of Shengjing Hospital, China Medical University [The number of the ethics approval letter is 2019PS558K (X2)]. This research is directed by Seth Harkins, EdD, who is assisted by Kevin Hsu, PhD, Assistant Director for Research, and a research team. The purpose of the study is to examine the lived experiences of group relations conference staff and members regarding their learning about membership, leadership, authority, overt/covert processes in interpersonal, group, and intergroup relations. The results of the study are intended to further the learning from group relations and learning in an increasing complex global society.

I understand that research is part of the conference design and agree to participate in the research.

I understand that researchers will observe conference events and will take field notes to document their observations of conference processes, dynamics, and staff and member learning.

I understand conference events will **not** be audio or video recorded.

I understand that my participation is voluntary and can be discontinued at any time without prejudice until the completion of the research project. I further understand that by discontinuing participation in the research, I am voluntarily withdrawing from my role as staff or member.

I understand my personal identity will be kept confidential by the researchers and will not be attached to the data collected. In observing conference participants, researchers will focus on roles and group-as-a-whole dynamics rather than individual personalities.

I understand only the researchers will have access to field notes, research memos, records of team meetings, and research communications. Said data shall kept in a secure location by the Seth Harkins, EdD, Associated Director for Research, permitting only the researchers to access research data. I further understand, that Seth Harkins, EdD may invite the conference staff to participate in post-conference collaborations regarding the analysis and interpretation of the data. All such collaborations shall be in alignment with the commitment to confidentiality and anonymity of conference participants, and supervised by the Associate Director for Research.

In understand there are benefits and potential risks of harm being involved in this study. The

benefit of participating in this research is to facilitate an understanding of the relationship of authority and leadership to group, systems, and organizational dynamics and how these mirror the larger society. An additional benefit is learning about how participants take up their own leadership and exercise authority in various group contexts. In terms of potential risks, group relations conferences can be emotionally and cognitively challenging, as the Tavistock Method involves experiential learning, which may awaken painful memories and evoke a range of emotions and thoughts. The benefit of sharing these experiences for one's own learning and wellbeing and the learning of others outweighs potential risks of harm. The research is intended to assist the broader group relations community and persons interested in authority, leadership, and group dynamics to better understand the challenge of leadership in an increasingly complex society.

I understand that the results of this study may be published or otherwise reported to scientific bodies but my identity will in no way be revealed.

I understand that if I have questions or require additional information, I may contact the Xumei Wang, Assistant Director for Administration at wangxm@sj-hospital.org or Seth Harkins, EdD, Associate Director of Research at seth.harkins@nl.edu.

If you have any concerns or questions before or during participation that has not been addressed by the researchers, you may contact the Shengjing Hospital China Medical University Ethics Board [36, Sanhao Street, Heping District, Shenyang, China 110004].

Participant's Name (Print)

Participant's Signature _____ Date _____

Associate Director for Research's Name (Print) _____

Date _____

Associate Director for Research's Signature

_____ Date _____

Appendix 2:

SHENYANG GROUP RELATION CONFERENCE INFORMED CONSENT FOR SURVEY AND INTERVIEWS

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I voluntarily consent to participate in this research study of the Shenyang Group Relations Conference which is directed by Jeffrey Roth, MD, who is assisted by Ming-Hui Hsu, PhD, Associate Director, Seth Harkins, EdD, Associate Director for Research and Xumei Wang, MD, PhD, Assistant Director for Administration and Principal Investigator of this research. The Shengjing Hospital, China Medical University has approved this research, which is tentatively entitled *The Shenyang Group Relations Conference: Staff and Member Learning* [The number of the ethics approval letter is 2019PS558K (X2)]. The purpose of the study is to examine the lived experiences of group relations conference staff and members regarding their learning about authority, leadership, membership, and overt/covert processes in interpersonal, group, and intergroup relations. The results of the study are intended to further the learning from group relations and learning in an increasing complex global society.

I understand that my participation the survey and interview components of the research is voluntary and I may withdraw at any time without prejudice.

I understand the survey will consist of a pre- and post-conference Q-sort survey of approximately 40 to 50 items online instrument that will take approximately fifteen to twenty minutes to complete.

I understand the post-conference interview will audio recorded. Each interview lasts between thirty to sixty minutes in length with possible extensions of time and follow-up interviews, which will not exceed one half hour in length. The confidential interviews will be either by post-conference review or individually via phone or videoconference at mutually convenient times and dates. Audio-recorded interviews will be transcribed verbatim. The transcription will be sent to each interviewee for verification of accuracy and an opportunity to clarify or modify statements.

I understand my identity will be kept confidential by the researchers and will not be attached to the data collected. Only the researchers will have access to all transcripts, audio recordings, surveys, associates field notes. Said data shall kept in a secure location maintained by Seth Harkins, EdD, Associate Director for Research. The Associate Director for Research may invite conference staff to participate in post-conference collaborations regarding the analysis and interpretation of survey and interview data. All such collaborations shall be in alignment with the commitment to confidentiality and anonymity of conference participants and shall be supervised by the Associate Director for Research.

In understand there are benefits and potential risks of harm being involved in this study. The

benefit of participating in this research is to facilitate an understanding of the relationship of authority and leadership to group, systems, and organizational dynamics and how these mirror the larger society. An additional benefit is learning about how participants take up their own leadership and exercise authority in various group contexts. In terms of potential risks, the risks are minimal and no more than is encountered in everyday life. Group relations conferences can be emotionally and cognitively challenging, as the Tavistock Method involves experiential learning, which may awaken painful memories and evoke a range of emotions and thoughts. The benefit of sharing these experiences for one's own learning and wellbeing and the learning of others outweighs potential risks of harm. The research is intended to assist the broader group relations community and persons interested in authority, leadership, and group dynamics to better understand the challenge of leadership in an increasingly complex society.

I understand that the results of this study may be published or otherwise reported to scientific bodies but my identity will in no way be revealed.

I understand that if I have questions, concerns, or require additional information, I may contact the Assistant Director for Administration, Dr. Xumei Wang at wangxm@sj-hospital.org or Seth Harkins, EdD, Associate Director for Research at seth.harkins@nl.edu.

If you have any concerns or questions before or during participation that has not been addressed by the researchers, you may contact the Shengjing Hospital China Medical University Ethics Board [36, Sanhao Street, Heping Street, Shenyang, China 110004].

Participant's Name (Print)

Participant's Signature _____ Date _____

Associate Director for Research's Name (Print) _____

Date _____

Director for Researcher's Signature

_____ Date _____