



Caribbean Group Relations Consulting &

**THE
TAVISTOCK
INSTITUTE®**



AUTHORITY DIVERSITY PRESENCE
WHAT IS UNTHINKABLE AND UNSAYABLE
IN CARIBBEAN LEADERSHIP



**ONLINE
CONFERENCE
2021**



25 -27 NOV



Dear Prospective Participant,

Disruption and uncertainty, resulting from the global impact of Covid-19, continue to wreak havoc on the stability of economies and the health and safety of citizens.

Caribbean countries have been commended by international institutions for containing the spread of the virus while citizens remain uncertain on an economic recovery plan and the acquisition and timing on rollout of vaccines, and leaders and organisations struggle to deal with the socio-economic impact and fallout from the pandemic.

Consider the continued rising debt, the scarcity of foreign exchange and challenges from nature such as Hurricane Dorian in Bahamas in 2020, the present devastation from the La Soufrière volcano in St. Vincent and its effect on neighbouring islands plus the impending early 2021 hurricane season. These are all opportunities to harness our diversity and acknowledge our connectedness and the resilience of our people with straight talk as a way to move forward in this turbulent time.

Whether it is political leadership challenges, economic collapses, organisational and professional change, many are wondering:


- How can I survive in this situation?
- When is it OK to say what needs to be said?
- What is the best way to lead and motivate my team?
- How do I manage my anxiety and the stress caused by the uncertainty?
- When is the right time to take new action?

This experiential conference is specially designed for those keen on developing a deeper understanding of leadership and authority. Leadership in terms of how to work more skilfully in role presence, how it is experienced and what it means in the context of leadership roles in organisations. Authority, in its exercise and how diverse groups affect an individual in role.

We look forward to working with you in the 4th Group Relations Conference delivered by the Tavistock Institute of Human Relations with Caribbean Group Relations Consulting in November 2021 where we'll explore what is unthinkable and unsayable in Caribbean Leadership with Authority, Diversity and Presence.

*"You mustn't say that, dear! "the mother chides the child. "People in this world don't know how other people does affect their lives."
Sam Selvon. The Lonely Londoners. 1956.*

Leslie Brissett and Mary Fullerton
Co-Directors
Caribbean Conference, 2021



WHAT IS LEARNING IN A GROUP RELATIONS CONFERENCE, AND WHAT MAKES IT SO POWERFUL?

In a Group Relations Conference, we create a temporary organisation that is set up to study its own behaviour as it happens. The temporary organisation is headed by a Director and the staff team that is appointed by the Director to work with the members of the organisation. The staff do not manage the members, they work to provide consultancy in the form of working hypotheses about what may be happening in the conference events. These hypotheses are available for testing and review. In this way, we create a “Working Conference” where members are actively engaged in exploration, not sitting back being filled up with the opinions and findings of speakers, as they are in a traditional “conference”.

As an active inquirer, members of the organisation will have the opportunity to explore their own assumptions, feelings and attitudes towards leadership in general, and the leadership of this Working Conference in particular.

Since 1952, the Tavistock Institute of Human Relations has been providing a unique framework within which senior and aspiring senior leaders are able to learn about themselves and the ways that groups and organisations affect them in taking up their roles. You are invited to join a global network of those who have had the courage to lift the lid of leadership and study how and why things are the way that they are, here in the Caribbean. There are issues of power, faith, belief, history, skin colour and class that have left scars and challenges in people in all over the world. How can these scars be harnessed as resources to transcend and expand our capacities to lead and follow?

PRIMARY TASK

To study the exercise of leadership and authority and the dynamics of what may be Unthinkable and Unsayable within the conference, as a temporary organization in its wider context.



FOR WHOM?

This Conference is for anyone interested in developing a deeper understanding of managerial and leadership processes in organisations. The Conference provides a structured context of different systems and sub-systems in the “here and now”. It explores the dynamics of leadership, presence, authority, change, dissent, collaboration and transformation as they arise and unfold.

Participants may come from private and public organizations and includes Business Leaders, Consultants, Board Members, CEOs, Managers, Clinicians, Administrators, HR, Marketing, Production and Financial Professionals, Public Sector Managers, Local Authorities, Political, Diplomatic, NGOs, Religious, National Security, Educators, Activists, Researchers, Team Leaders, Medical Professionals.

Benefits to participants include:

- Identifying personal characteristics while exercising leadership and the effect on others
- Exploring competition, rivalry and what lies beyond immediate awareness that remain hidden in everyday interaction
- Understanding how you influence or are influenced by others and the ensuing consequences - intended or unintended
- Locating and managing resistance to change in yourself and others
- Developing skills and sharpening insights into how strategies take shape when groups function
- Recognising how phenomena such as alliance and coalition formation affect the understanding of the group, by the group; and how it shapes motives and power bases
- Developing a capacity for creativity and interpersonal relationships and building better team performers
- Inspiring strategic thinking and improving the capacity to lead in turbulent times
- Recognizing the barriers to communication

Benefits to organisations include:

- Increased capacity to lead and manage in a rapidly changing and complex environment
- Enhanced leadership and communication culture, inspiring higher levels of responsibility, accountability, productivity and profitability
- Inspiring healthy interpersonal communication among the leadership and general staff
- Assisting department leaders to align their departments' goals with the macro objectives of the organisation



CONFERENCE GENERAL INFORMATION

DATES - 25th to 27th November, 2021

VENUE - ONLINE

COST

Trinidad and Tobago and Caribbean Participants - TT\$2,800.00

Discounts

Early Bird if paid before 25th October, 2021 Less TT\$500.00 on registration.

Two or more persons from the same organization Less TT\$300.00 per participant additional.

Former Caribbean Conference Participant Less TT\$500.00 on registration.

International Participants - US\$ 475.00

Discounts

Early Bird if paid before 25th October, 2021 Less US\$50.00 on registration.

Former Caribbean Conference Participant Less US\$50.00 on registration.

-Payments can be made through bank transfer or cheques-

CLOSING DATE FOR APPLICATIONS

Wednesday 10th November, 2021

Cancellation incurred before 30th September 2021: 50%

Cancellation after 15th October 2021: No refund

HOW DO I APPLY

For more information and an application form:

<http://caribbeangroupconsulting.com>

or contact Mary Fullerton, Director for Administration

E: mary@caribbeangroupconsulting.com

T: 1 868 681 3483

Please note: We suggest that if you are living through particular personal difficulties that you consider postponing your attendance to next year as the conference is designed as a learning event and is not a substitute for personal psychotherapy.



CONFERENCE STAFF

CONFERENCE DIRECTORS

Leslie Brissett JP, PhD

Group Relations Programme Director, TIHR; Magistrate, FE Governor, ISAAC member, BPC; UK

Mary Fullerton EMBA, TIHR (P3C), (DBL)

Director of Caribbean Group Relations Consulting Ltd; Organizational Consultant/ Accredited Leadership Coach, Partner of The Buzz Limited; Founder/Director of non-profit ADHD Foundation of Trinidad and Tobago

CONFERENCE OPERATIONS MANAGER

Nyasha Lucas BSc

Entrepreneur; Owner Educator at iTutor; Certified Event Planner /Coordinator.

How staff work in the Conference:

While staff and members are both participants, the conference accords them different roles. The staff members of the conference are allocated to each of the events in the role of consultants or in the role of collective management to work to the primary task of the event and to the task of the conference as a whole. This they do through the offering of working hypotheses and other forms of interventions. They work by constantly trying to make sense of their own experiences and what is happening for members. It is expected that staff hypotheses and interpretations will also create the possibility for individual members to reflect on what they represent to the group, what they are taking in from the group and what they are contributing to the group, particularly in terms of what may be happening unconsciously and in ways that are more hidden.

CONSULTANT STAFF

Will be drawn from the following list:

Mary Fullerton EMBA, TIHR (P3C), (DBL)
Director of Caribbean Group Relations Consulting Ltd; Organizational Consultant/ Accredited Leadership Coach, Partner of The Buzz Limited; Founder/Director of non-profit ADHD Foundation of Trinidad and Tobago

Urban Hudlin OP, MSc, MA, TIHR (P3C), (DBL)
Director of Caribbean Group Relations Consulting Ltd.
Director of Veritas Consultancy; Psychoanalytic Psychotherapist, Dublin; Dominican Priest;

Keith Lequay PhD
Organisational Psychologist; Former Executive Member and Certified Group Relations Consultant with the AKRice Institute (USA). Staff Consultant at Leadership and Group Relations conferences located in the USA, and the Caribbean.

Coreene Archer
Organisation Consultant and Executive Coach. Co-director of Coaching for Leadership Programme. Architect of Launching Young Leaders, a leadership development programme.

Augustine Sagoe
Independent Organisational, Leadership and Child and Adolescent Mental Health Consultant, UK; Trustee / Board Member of OPUS UK; Visiting Lecturer in psychosocial interventions at the University of Bedfordshire. Group Relations Learning, Leadership and Psychodynamic Coaching / Executive Consultancy Services in the UK and in Ghana, West Africa; Staff member on Group Relations Conferences nationally and internationally.

Saleem Khliefi
BA social work. Group Therapist and Organizational Consultant. Former OFEK Management and Former head of the interior learning committee. Works in Prison services, social, business and non-profit organizations.

PREVIOUS PARTICIPANTS

Office of the Prime Minister - Trinidad & Tobago
Catholic Education Board of Management - Trinidad & Tobago
Heritage Petroleum Company Limited - Trinidad & Tobago
Ministry of Gender and Child Affairs - Trinidad & Tobago
COTT - Trinidad & Tobago
R.C Archbishop of Port of Spain - Trinidad & Tobago
University of Richmond- USA
Odyssey Consultinc Limited - Trinidad & Tobago
A. K. Rice Institute - USA
ACNJ - UK
Antilles Episcopal Conference - Trinidad & Tobago
Archdiocese of Port of Spain - Trinidad & Tobago
Arrow Group - Abu Dhabi
Broadcasting Commission - Jamaica
Independent Researcher/ Consultant - UK
iTutorrt - Trinidad & Tobago
Jacobs & Jacobs - Peru
New York University - USA
Prins in Communicatie - The Netherlands
Private Practice - USA / Trinidad & Tobago
RtL Consultancy - Hungary
Schenectady City School District - USA
Society of African Missions - Afrikahuis
Society of St Vincent de Paul - Trinidad & Tobago
Tavistock Clinic - UK
The Nursing Council of Trinidad and Tobago - Trinidad & Tobago
The Second Chair - UK
University of Pennsylvania - USA
University of South Africa - South Africa
C.F. International Marketing - Trinidad & Tobago
Caribbean Catalyst Inc. - Barbados
Dr. Bob LLC - USA
FT Farfan Ltd - Trinidad & Tobago
Guardian Shared Services Ltd - Trinidad & Tobago
Piarco Air Services Limited - Trinidad & Tobago
Providence Girls' Catholic School - Trinidad & Tobago
Sandstone Consulting Limited - Trinidad & Tobago
St. Joseph's Convent, St. Joseph - Trinidad & Tobago
St. Joseph's Convent San Fernando - Trinidad & Tobago
Synapse Psychological Services Inc. - Barbados
TECU Credit Union Co-operative Society Limited - Trinidad & Tobago
The University of Trinidad and Tobago - Trinidad & Tobago
TRINRE Insurance Company Limited - Trinidad & Tobago
UWI School of Business and Applied Studies Limited - Trinidad & Tobago





SPONSORING INSTITUTIONS



The Tavistock Institute of Human Relations

is a not-for-profit, UK based organization which applies social science to contemporary issues and problems. It was formally founded as a registered charity in 1947 although its work started before the War, together with the Tavistock Clinic. The Institute is engaged with evaluation and action research, organizational development and change consultancy, executive coaching and professional development, all in service of supporting sustainable change and ongoing learning. Our staff works creatively with people involved in innovative activities, working across boundaries or in difficult situations. We combine research and analytical skills with practical help in devising solutions and in following through to implementation and are particularly known for our capacity to work with issues that are otherwise hidden, and sometimes unconscious. Our professional development opportunities include the Certificate in Dynamics at Board Level, the Certificate in Coaching for Leadership and Professional Development, the Practitioner Certificate in Consulting and Change (P3C) and a portfolio of Group Relations tailored events.

www.tav institute.org

Caribbean Group Relations Consulting Ltd. was created to provide services in the areas of, organisational change and transformation to organizations, consulting in public and private sectors. Our members work as Consultants, Psychoanalytic Psychotherapists, and Organizational Psychologists. Caribbean Group Relations Consulting Ltd., is working to develop and apply the field of Group Relations and Systems Psychodynamics in the Caribbean.

www.caribbean group consulting.com

