

IL NODO
GROUP

IN COLLABORATION WITH

innova
institut per a la innovació
organitzativa i social



ALI 2016 AUTHORITY LEADERSHIP AND INNOVATION

19th International Group Relations Conference in Italy

1st Conference focused on the Mediterranean

BORDERS AND BEAUTY FOR A SUSTAINABLE LEADERSHIP

17th - 20th MARCH 2016

Bellavista Hotel – Montegrotto Terme (PD)

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 GRC

WHAT IS A GROUP RELATIONS CONFERENCE

The Conference is a temporary organization with the aim of exploring and learning from experiencing the conscious and unconscious processes of group dynamics as they manifest in the "here-and-now" through the exercise of authority and leadership. The primary task of a Group relations Conference is achieved by structuring time and space through a variety of events that, albeit with different purposes, contribute to reach the Conference's goal. So some places – both in reality and in the mind – are identified. They are delimited by real and mental boundaries which are actively explored during the Conference. 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 and therefore to develop different individual, organizational and social constructs. Useful elements are 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.

2016 CONFERENCE

The primary task of the conference is to explore how conscious and unconscious constructs of borders and beauty impact on the way in which staff and members can take up their leadership and authority in the here and now of the conference.

Languages: Italian and English. A consultant will take up the role of interpreter.

Dear Reader,

This residential and experiential conference aims to explore the conscious and unconscious impact that the dramatic situation in the Mediterranean is having at the local and global level on various countries, societies, organisations, businesses and cultures.

The immigrants who land in the South of Italy, Greece and Spain from the nearby coasts, from the Middle East and from Africa represent a deep social and global unease that comes both with corruption and exploitation, and a high social, financial, emotional and physical cost: thousands and thousands of refugees have been crossing the Mediterranean every day in the attempt to escape the harsh condition of political unrest, theatres of war and poverty. This situation leads to a new representation of uncertain boundaries within Europe, a continent that, despite its deep crisis, appears to be still a safe haven and a hope for the future for many immigrants and refugees.

The terms "borders" and "beauty" in the title of the Conference are closely related to the history of the civilisations and cultures in the Mediterranean. Both terms refer to concepts that have been the subject of various approaches and disciplines, such as aesthetics, politics, economics, geography and the religions of this territory - Islam, Christianity, Judaism. They point to the processes of change in organisations and societies. In Baumann's words: *"Material or mental borders, made of cement, bricks or else symbolic, can be battlegrounds at times but they are also, consciously or not, seeds of future forms of humanity."*

The hope and the challenge of this Group Relations Conference is that by exploring the meaning of borders and beauty we can generate a sustainable leadership within and across organisations - a leadership that promotes innovative and effective working conditions within and between groups and organisations and increases our capacity to take up personal and professional roles.

I warmly invite you to join our conference.

Luca Mingarelli

"The beauty of the world has two edges, one of laughter, one of anguish." V. Wolf

The focus of this edition is on the Mediterranean as a matrix for many countries and cultures, as a receptacle or a container for many of the group and societal dynamics that we can witness today in organisational life, business, culture, society and across nations.

The **MAIN THEMES** faced during the Conference are:

- The nature of authority and leadership.
- The management of boundaries (time, space, task), roles and tasks in organizations.
- The dynamics of competition and cooperation.
- The resistance to change.
- The relational approaches and relatedness among individuals, groups and organizations.
- The impact of conscious and unconscious processes on the culture and functioning of the organization.
- The relationship between borders and boundaries: similarities and differences.
- The relationship and reciprocal influence of aesthetics and economics.
- The impact of language and of multiple migrant cultures on organisational and business processes/dynamics.

THE CONFERENCE PARTICIPANTS WILL HAVE A CHANCE TO:

- Experience different roles and authority levels, leadership and followership in multiple contexts and situations.
- Explore boundaries through the experiential learning taking place in the conference.
- Explore emotional and irrational aspects of organizational life, as well as the impact every person has on the others and vice versa.
- Acquire greater awareness of the emotional, non-rational, unconscious or latent dimensions so that this learning can be used in organizational actions.
- Recognize the systemic aspects of organizational life in relation to the socio-political, cultural, spiritual and unconscious dimensions at the root of interpersonal, group, organization and system relationships.
- Develop the abilities to transform one's own role in an organizational context and exercise an effective and sustainable leadership.
- Understand and overcome individual and collective resistances which hinder innovations in organizations.
- Improve communication inside the organization, the ability to manage human resources and the processes of delegation and the understanding of the impact that linguistic and cultural differences have on groups and organizations.
- Generate new ideas, aesthetic practices and effective ways to create sustainable organisations.

The **CONFERENCE METHODOLOGY** promotes self-reflective skills and encourages a spirit of research.

The Conference has no therapeutic aim and its field of inquiry is not focused on individual behaviour or functioning. This kind of event can sometimes be stressful. Therefore, individuals who are experiencing a period of significant personal difficulty should forego attendance at this time.

CONFERENCE STAFF

Directorate

Luca Mingarelli, Director. Chairman CEO Associazione Rosa dei Venti onlus. Social entrepreneur, Psychotherapist (ECP). Director of Therapeutic Community for adolescent, Consultant to profit and non-profit organizations. Faculty of Psychosomatics. Vice Chairman Il NODO Group. OPUS member. Creator and co-director of innovative GR events such as "Energy Cocreation and wellbeing in organizations" and "Learning from Action". Basketball coach. Member of the Order of Journalists.

Matthieu Daum, Associate Director. Director, Nexus, France; Visiting Lecturer, ESSEC Business School, France; Member of Society for Organizational Learning, France; Professional Associate, Tavistock Institute, Grubb Institute, Tavistock Consultancy Service, UK. France.

Franca Fubini, Associate Director. Psychotherapist, group analyst, supervisor and organizational consultant. Senior fellow at University College London (UCL). Lecturer at the University of Rome, L'Aquila, Perugia. Staff member and director of Group Relations Conferences in Italy and abroad. Co-founder of the association socialdreaming.it and trustee of Gordon Lawrence Foundation. Il NODO Group Board Member and Scientific Committee Member. Member of OPUS (London) and ISPSO.

Alfredo Veneziale, Administrator. Degree in Communication Studies. Master in Human Resources. He works as organizational consultant for the development of relational dynamics and organizational culture, project management, institutional analysis, communication processes, conflict analysis and transformation, quality management systems. Host of Social Dreaming. Balint Group leader and Analytic Large Group facilitator. Il NODO Group member.

Francesco Noseda, Associate Administrator. Psychologist, psychotherapist, psychoanalyst (SIPRe - Italian Association of Relational Psychoanalysis and IFPS - International Federation of Psychoanalytic Societies) specialist in group psychoanalysis, psychodrama and psychoanalysis for adolescents, teacher of Group Psychoanalysis and family psychotherapy, Il NODO Group member. He works in private practice in Milan and Como and as a supervisor and psychotherapist in several communities, cooperatives and institutions.

Consultant staff will be drawn from the following list:

Giada Boldetti, Consultant psychiatrist, Director of the National Health Service Clinic ULSS 16 in Padua. Within this clinic she coordinates 4 in-patients services (therapeutic communities and residential homes) and directs the development of residential rehabilitation pathways. ALI Staff Member since 2010.

Giovanni Foresti, lives and works in Pavia, graduated in Medicine and specialist in Psychiatry, is a regular member of the SPI (Italian Psychoanalytical Society) and IPA (International Psychoanalytical Association), member of Il NODO Group, Turin, and OPUS, London. Adjunct Professor in the Specialization School in Psychiatry, University of Milano-Bicocca; works in private practice as a psychiatrist and psychoanalyst and as a supervisor in various institutions and as organizational consultant.

Ilana Litvin, MA in English Literature; retraining as a Clinical Psychologist, MA in Psychology; Psychotherapist, specializing in adult psychotherapy; since 1996, involved and deeply invested in Group Relations work, serving as consultant and director of national and international GR

Conferences in Israel and abroad; Organizational Consultant and Executive Coach; member and previous chairperson of OFEK; Member of OPUS and ISPSO; Israel.

- **Maria Grazia Siri**, Psychologist, Psychotherapist (Tavistock training). She works in private practice as a psychotherapist. Supervisor of students for the clinical training at AMHPPIA. Host of socialdreaming. Il NODO Group and Martha Harris Research Center member.

Nadine Riad Tchelebi, Senior Lecturer at the Bristol Business School, University of the West of England. Her main research interest focuses on unconscious group dynamics and how these conglomerate to shape the process of organisational leadership. She is currently engaged in numerous regional and international consultancy projects where she puts her own theoretical frameworks to practice. She has had plenty of opportunities working with individuals and groups alike in experiential workshops that she has designed and ran herself. She is member of OPUS and ISPSO and also the UK Editor of the international journal 'Organisational and Social Dynamics'. United Kingdom.

Alfredo Veneziale

Consultant interpreter

Anna Reali, Child and Adolescent Therapist, lives and works in the UK, where she leads a team of therapists and mentors based in schools and works as a consultant in the field of mental health and education. She has been a staff member of GRCs and is currently Director of Public Events at OPUS, London. Before completing her clinical training she carried out research and worked as a translator both in Italy and in the UK.

SPONSORED BY

**IL NODO
GROUP**

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 well-being. 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".

www.ilnodogroup.it



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The Israeli Association for the Study of Group and Organizational Processes

Since 1994, **INNOVA** Institute for organisational and social innovation has been cooperating with organisations and individuals in their transitions, providing consulting, role reflection and capacity development, through a complex approach that embraces techno-structural, psycho-social, political and strategic-existential dimensions. Based on experiential learning, it offers regular open programs on leadership, new organisational frameworks, consulting, political skills and diversity issues. In its communitarian engagement, Innova Institute co-organises activities in social reflection and for citizen agency.

www.innovaccio.net

OFEK - the Israeli Association for the Study of Group and Organizational Processes, was founded in 1986 and is now a not-forprofit company that offers a range of workshops and study opportunities based on the group relations theory and approach in the Israeli context.

For 27 years, OFEK has been holding international group relations conference based on the model of the experiential conferences developed by the Tavistock Institute of Human Relations in London, in the 1950s.

www.ofek-groups.org

UNDER THE PATRONAGE OF



CONFERENCE TIMETABLE

The conference **starts on the 17th March at 11 am and ends on the 20th March at 5 pm**. Check-in and Registration: from 10:00 am to 10:50 am. Participants are expected to attend the whole programme of the conference, which is residential.

REGISTRATION FEES for enrollments made **BY 03/02/2016** **AFTER 03/02/2016**

	BY 03/02/2016	AFTER 03/02/2016
Single room accommodation	€ 1.300 + VAT	€ 1.400 + VAT
Double room accommodation	€ 1.200 + VAT	

Fee includes participation in the Conference and full board. Any additional services (e.g. access to the thermal area) must be paid by participants to the hotel.

The request for 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 €. In the case of non-attendance the deposit will not be refunded.

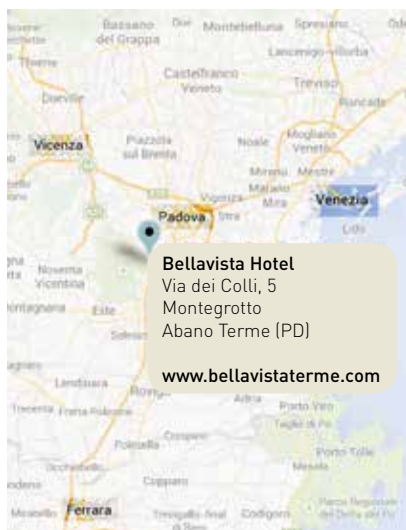
REDUCTIONS and BURSARIES

For organizations and companies who send **two or more participants** and **for those who live outside of Italy**.

There are **bursaries, to be requested no later than 31/01/2016** by filling in the online form at www.ilnodogroup.it

HOW TO REACH THE HOTEL

The Bellavista Hotel Terme is located in the heart of the Euganean Hills, a group of volcanic hills that rise, almost like an archipelago, from the Po-Venetian plain, a few kilometers south-west of Padua. The territory, included in the first regional park established in the Veneto region, is rich in thermal waters. Nearby you can also visit: Padua, Venice and the Venetian villas of the Riviera del Brenta.



BY CAR, highways:

- **A4 MILANO-VENEZIA**, exit "Padova Ovest" towards Montegrotto Terme.
- **A13 PADOVA-BOLOGNA**, exit "Terme Euganee".

BY TRAIN, stations:

- **TERME EUGANEE** at Montegrotto Terme (1,8 km from the hotel), possibility to take the bus, line M, stop at Via dei Colli.
- **PADOVA** (14 km away), possibility to arrange individual and collective transfer to / from the hotel.

BY PLANE, with the possibility of individual and collective transfer from / to airport: either **Venice** (Marco Polo), or **Treviso** (A. Canova) and **Verona**, about 60 km from the hotel.

DISTANCES FROM MAJOR CITIES OF ART:

Padova, 14 km | *Vicenza*, 40 km | *Venezia*, 60 km *Verona*, 80 km | *Bologna*, 100 km

WHO MAY BENEFIT THE MOST

Taking part in ALI 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.



TESTIMONIALS

"This has been a truly extraordinary opportunity to reflect on the way we are and what we come with when we get together as a group" Claudio Cassardo

"I found out a great deal about the roles I take up or those that are given to me. This in turn has opened interesting ways for me to understand more about what happens in my personal and professional life" Matthieu Daum

"I believe that the experience at ALI is important because it increases our awareness of the complexity of the relationship between individual and group" Chiara Ghetti, Manuela Martelli, Rosanna Rulli

FOR INFORMATION AND REGISTRATION please contact

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