

LIQUID BOUNDARIES - SOLID BORDERS

in need for a transformative leadership

2nd Conference focused on the Mediterranean



16th - 19th MARCH 2017

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

T GROUP for those who have already participated in at least two or more Conferences

IN COLLABORATION WITH

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 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. 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.

THE CONFERENCE METHODOLOGY

The organization of the Conference and the activities proposes to help participants to learn from their live experience of group and organizational processes, promotes self-reflective skills and encourages a spirit of enquiry. 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 next edition.

2017 CONFERENCE

The primary task of the conference is to explore transformative leadership in working across 'liquid' boundaries and 'solid' borders in the place/time where we live.

For the second edition the FOCUS is on the Mediterranean as a matrix for many countries and cultures, as a receptacle or a container for some of the current group and societal dynamics, apparent in organisational life, business, culture, society within and across nations.

TRAINING GROUP

This version of our conference includes a Training group of maximum 12 (Tg). Taking part as a member of the training group is a special path to understanding the processes occurring in the GRC and deepening one's expertise and ability to recognize and manage them. The Tg is for those who have had previously membership experience of at least two GRCs and are interested in developing this type of learning and applying it in their professional life. The Tg has its own separate schedule, which combines experience with moments of reflection on experience.

LANGUAGES: English and Italian.

A consultant will take up the role of interpreter.

Dear Lady/Sir,

I am writing to invite you to take part in our 20th experiential residential seminar ALI 2017. This will take place in March 2017 in Sicily, the largest island at the centre of an enclosed sea, the Mediterranean, surrounded by highly populated lands, historical epicentre of exchange and conflict.

ALI 2017 will be the second Italian Group Relations Conference focused on the Mediterranean, and Sicily has been chosen as a location symbol of how the different people who formed Western Culture struggled to live side by side. Paul Valery wrote: "The nature of the Mediterranean, the resources it offered and the relations it determined, gave rise to the incredible technical and psychological transformation which, in a few centuries, has made Europeans so different from the rest of the world, and the modern age so different from the past." With its riches and its contradictions, this island seemed to us the ideal setting to discuss present challenges – the contrast between fluidity and rigidity, the tension between porous borders and the confusion of identities – in order to understand the possibility for change and for a 'transformative leadership'.

Those emigrants who arrive to Sicily and Greece from Africa and the Middle East are the sign of an evident and profound social problem, having a high economic and psychological cost: instability, corruption, exploitation, deaths by war, by travel, by social unrest. Individual fear and social terror seem to lead to closing in and closing down, to division and isolation. We saw this with the UK leaving the European Union, and with the construction of borders and walls, physical and ideological, higher and thicker in numerous parts of Europe.

Our invitation to participate in this event is for everyone who has an interest in the health and future of society and the organizations in which we live and work. The purpose of the Conference is to explore the impact that 'mediterranean culture' has on society, on companies and on group dynamics, both at a conscious and unconscious level. The wish and the challenge for this Conference is to generate a new capacity for 'transformative leadership', by exploring the meaning of 'liquid' boundaries and 'solid' borders within the organizations where we belong and work, which would allow new ways of functioning and working in personal and professional roles. I remain at your disposal for any query, hoping that we will work together in Sicily.

Yours sincerely,

Luca Mingarelli
Director of the Conference



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.

TESTIMONIALS

"After all, it's like going to the gym in a protected territory, and experimenting things that we experiment every day in our jobs (and not only that)."

Giuseppina Bonaccorso - Doctor, Director UOC
Anesthesia Resuscitation Hospital Padua - member
ALI 2016

"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 - Psychoanalyst member ordinary SPI, IPA - member T Group Ali 2015

"I can definitely say that I learnt on my "psychic skin. I will certainly come back to do this experience again because I learnt more in these four days than in the many, often useless, conferences I have taken part in, in the past" Ambra Cusin - Psychologist, Psychotherapist, Psychoanalyst ordinary member SPI, member ALI 2016

"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 - Organizational Consultant -
Staff ALI 2015

"Slowly, I go back to my routine, but with a new and different perspective: I am no more "subjected" to the relationships that (more or less closely) involve me, but I manage to better perceive their 'structures' and the working dynamics underneath. This allows me to draw my own spaces and live them fully." Laura Tomaino - Medical student - member ALI 2016

THEMES, GOALS AND REWARDS

- Factors that can promote transformative leadership
- Learning how to manage boundaries (time, space, task) and roles in organizations, as well as the impact of individuals on groups and vice versa.
- The dynamics of competition and cooperation
- The nature of authority
- The relational approaches and relatedness among individuals, groups and organizations
- The relationship between liquid boundaries and solid borders
- The relationship between economies and societies
- The impact of language and of multiple migrant cultures on organisational and business processes/dynamics.
- Acquiring greater awareness of the emotional, non-rational, unconscious or latent dimensions so that this learning can be used in organizational actions.
- The recognition of the systemic aspects of organizational life in relation to the socio-political, cultural, spiritual and unconscious dimensions at the core of interpersonal, group, organization and system relationships.
- Understanding and overcoming individual and collective resistance that hinder innovation and the resistance to change in organizations
- The improvement of communication inside and outside the organization and the ability to manage human resources and the processes of delegation.
- The generation of new ideas, practices and methods of intervention to allow organizations to transform and improve



CONFERENCE STAFF

DIRECTORATE



Luca Mingarelli

Director

Chairman Foundation Rosa dei Venti. Social entrepreneur, Psychotherapist (ECP,WCP). Director of Therapeutic Community for adolescent, Organizations consultant. Faculty of Psychosomatics. 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.



Josef (Yossy) Triest

Associate Director, Training Group's director

PhD, Clinical Psychologist and Supervisor, Training Analyst, Organizational Consultant; President, the Israel Psychoanalytic Society (IPS); Supervisor and teacher, the Israel Psychoanalytical Institute; Lecturer, Tel Aviv University; Co-Director, Program in Organizational Consultation and Development: A Psychoanalytic-Systemic Approach (P.O.C.D); Co-owner, Triest-Sarig Clinic; Member, OFE K; Israel.



Giovanni Foresti

Associate Director

He lives and works in Pavia. Graduated in Medicine and specialist in psychiatry, he is training and supervising analyst of the SPI (Italian Psychoanalytic Institute) and the IPA (international Psychoanalytic Association), 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 State University and at the Department of Psychology of the Catholic University. He works in private practice as psychiatrist and psychoanalyst and in several institutions as organizational consultant.



Francesco Noseda

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 board member. He works in private practice in Milan and Como and as a supervisor and psychotherapist in several communities, and institutions.



Elisa Bertana

Associate Administrator

Work and Organizational Psychologist. Member and Scientific Secretary of Il Nodo Group. Academic and business background (C.O.I.R.A.G.) Psychoanalytic Psychotherapy at individual, group and institutional level. HR consultant and trainer in the following fields: organizational well-being, development and career guidance, outplacement, recruitment.

CONSULTANT STAFF will be drawn from the following list



Giada Boldetti

(Cagliari 1953) Physician, psychiatrist, has always worked in public health. Since 2000 she is responsible in psychiatric residential rehabilitation in TCs in Padua. From 2014 she is deputy director of Service Psichiatria I in Padua. She has participated in many GRC both as member and as consultant.



Louisa Diana Brunner

M.Sc., Organisational and Leadership Consultant, Executive Coach, Family Business Advisor, Researcher; Selection and Coaching Bocconi School of Management, Milan; Family Firm Institute Mentor; Treasurer PCCA; Honorary Member Il NodoGroup; Member: CSGSS, FFI, ISPSO, OFEK, OPUS.



Carla Cremonese

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



Matthieu Daum

He works internationally as an organisational consultant. He is director of Nexus (Paris, France); Professional Associate, Tavistock Institute and Tavistock Consultancy Service; and also a visiting lecturer at ESSEC Business School, on organisational behaviour and change management.



Franca Fubini

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.



Amra Saleem Rao

Consultant Clinical Psychologist. Amra was born in Pakistan and has a South Indian heritage. She is involved in leading and developing psychological services and organisational consultancy in the public and private sectors in UK and internationally. Amra is the chair of BPS Leadership Faculty and is leading a national program on wellbeing and leadership.



Alfredo Veneziale

Organisational consultant and Project Manager, Social Dreaming Host, Balint Group leader and Analytic Large Group facilitator. Degree in Communication Studies. Master in Human Resources. Member of Il NODO Group.

CONSULTANT INTERPRETER



Hanna Fisher

Born in Milan, she trained in Psychoanalytic Child Psychotherapy at the Tavistock Centre. She works in London an early years specialist therapist, and teaches psychoanalytic theory and infant observation at the Anna Freud Centre. She has worked in several Group Relation Conferences both in Italy and in the UK, as a member, translator and consultant.



Nuragic boat - VII century B.C.

CONFERENCE TIMETABLE

The conference **starts on the 16th March 2017 at 11 am and ends on the 19th March at 5 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.

REGISTRATION FEES

The fee includes participation to the Conference plus full board and lodging in a single room. 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.

| | BEFORE 16/01/2017 | AFTER 16/01/2017 |
|----------------------|----------------------|----------------------|
| A and B GROUP | € 1.250 + VAT | € 1.500 + VAT |
| T GROUP | € 1.400 + VAT | € 1.650 + VAT |

Extra REDUCTIONS and BURSARIES

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|---|--|
| - 100 € discount on each individual fee | For the simultaneous enrolment of two participants |
| | For the enrolment of two participants from the same organization |
| - 200 € discount on each individual fee | For simultaneous enrolment of three or more participants |
| | For the enrolment of three or more participants from the same organization |
| | For members from a Mediterranean or Balkan country |

Bursaries can be provided for participants under 35 and / or participants from Mediterranean and Balkan countries. Bursaries must be requested by January 16th, 2017 using the application form on the web site www.ilnodogroup.it/en

FOR INFORMATION AND REGISTRATION please contact

AGENZIA MOSAICO Via San Secondo, 31 - 10128 Torino

+39 011 5681238 | ali@ilnodogroup.it | www.ilnodogroup.it/en

HOW TO REACH THE HOTEL



The hotel "Perla del Golfo" is located in the village of Terrasini which is 20 km (20 minutes by car) from the Punta Raisi airport of Palermo. **Individual or collective transfers from / to the airport can be arranged.**



Hotel Perla del Golfo

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S.S. 113 Km 300
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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/en



Mother Goddess. IV millennium B.C. - Archaeological Museum, Cagliari

IN COLLABORATION WITH

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 will hold a special international event celebrating its 30 year anniversary.



www.ofek-groups.org/en

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

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.

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www.innovaccio.net

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www.grupnaanaliza.org.rs

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