

Transforming Organizational Systems



Authority and Presence: Leadership Consciousness for the Times to Come

The Fall Group Relations Conference at Teachers College, Columbia University

November 4-6, 2011

AUTHORITY and PRESENCE: LEADERSHIP CONSCIOUSNESS for the TIMES TO COME is a group relations conference. Our focus will be on the study of our own behavior as it happens—shadow and light, embattlement and embrace, suffering and healing—as we consider the quality and nature of leadership consciousness needed for the “now” of our collective future.

Primary Task:

The primary task is to study our own behavior in the “here and now” as it relates to the exercise of authority and emergence of leadership. In other words, what does it mean for us to experience fuller presence as we are doing what we are doing. This task is extended to invite greater consciousness about our individual and collective accountability for our leadership actions. Particular focus is given to emergent future as it arises in the conference and applies to our lives beyond.

Central Inquiry:

What kind of leadership consciousness is needed to act with authority and presence to influence the current challenges and complexities of life?

"The purpose of life is to live it, to taste experience to the utmost, to reach out eagerly and without fear for newer and richer experience."

- Eleanor Roosevelt

How we will learn:

Group relations conferences are primarily experiential learning events. Brief introductions will be offered to describe the different processes that are used. The rest of what happens is created by how we interact with one another.

While we will explore the deeper unconscious processes that impact our capacity to work effectively in open systems, this conference will also offer reflective spaces for application of our learning.

What you will learn:

- Who we become in groups
- What happens when different people take authority in a group
- When we take action
- Where we are more passionate about life
- How our own behavior shifts when we assume leadership

A human being is part of the whole called by us universe, a part limited in time and space. We experience ourselves, our thoughts and feelings as something separate from the rest. A kind of optical delusion of consciousness. This delusion is a kind of prison for us, restricting us to our personal desires and to affection for a few persons nearest to us. Our task must be to free ourselves from the prison by widening our circle of compassion to embrace all living creatures and the whole of nature in its beauty. The true value of a human being is determined by the measure and the sense in which they have obtained liberation from the self. We shall require a substantially new manner of thinking if humanity is to survive.

-Albert Einstein

Conference Design

The conference is designed as a single entity offered in a series of inter-related events to create a system of learning. This model of learning about leadership, followership and group dynamics evolved from the work of pioneers of the Tavistock Institute for the Study of Human Relations in London in the 1950's. These ideas for how to learn about leadership, as well as a considerable body of theory and application, have grown out of this tradition and have found positive reception in many parts of the world.

The task of each of the events flows from the primary task through which the central inquiry is available to be explored.

“Here and Now” Events

Small Study Group: We study what we are doing as we are doing it with consultant(s) in face-to-face groups. We remain with this group for the duration of the small study group event.

Large Study Group: Once more we study what is happening as it is happening, accompanied by a team of consultants. All members are present in a configuration that invites inquiry, study, and opportunities for learning.

Reflection Events

Conference Dialogues: We gather as a whole conference, staff and members, and reflect on what we are learning. How these sessions are conducted is open for exploration.

Open Meditations: These shorter sessions are offered to allow us to sit in collective reflection. Following a brief introduction, the remaining time is devoted to what can be learned in silence.

Reflection Groups: Traditionally known as review and application groups, these events are smaller face-to-face groups. With the support of a consultant, the focus is on the individual harvesting of learning.

System Events

Openings and Closings: These sessions are held to give context to the learning. The openings introduce what is to come and the closings mark where we have been. All staff and members are invited to be present.

Community Event: This event (sometimes known as the World Event) is designed to have staff and members share in a “real time” co-creative process of presence in learning. The event includes all of us. Our focus will be on studying issues of group formation, authorization, and organizational system development on different levels. We will also have the opportunity to explore and create different leadership structures, including a Community Forum comprised of representatives from the conference membership. The aim of the event is to evoke leadership consciousness that reflects the conference as a system and offers a view of our collective capacity to address a microcosm of the complexities of the arising future.

Administration and Logistics

Conference Times

10:00 AM-9:00 PM	Friday, November 4, 2011
9:00 AM-9:00 PM	Saturday, November 6, 2011
9:00 AM-5:00 PM	Sunday, November 6, 2011

Conference registration begins at 9:15, Friday, November 4, 2011.

Location

Teachers College-Columbia University
525 W. 120th Street
New York, New York 10027

Use the main entrance (Zankel Hall) of Teachers College, Columbia University, on 120th Street between Broadway and Amsterdam Avenue. You will need to show photo identification to enter the building. Signs will be posted directing you to the registration area for the conference.

Meals

Light refreshments will be available at each break of the conference. Continental breakfast will be offered Saturday and Sunday at 8:30. Lunch and dinner breaks are the responsibility of members.

Lodging

The conference is nonresidential. Those who require assistance in securing local overnight accommodations should contact conference administration.

REGISTRATION

**The fee for the conference is \$495, which includes a \$100 registration fee.
Fees are due in full no later than Tuesday, November 1, 2011.**

SPACE IS LIMITED. In past years this conference has been fully enrolled and not all who sought to attend were able to do so. Please register as soon as possible to reserve your space.

Registration Deadline: The Administration Director must receive the Registration Form **no later than November 1, 2011*****. The Registration Form must be accompanied by check, money order or credit card information for payment in full except in the case of enrolled Teachers College, Columbia University students, as noted below. Completed applications will be accepted in the order received until all spaces are filled. Should the conference be oversubscribed, a waiting list will be maintained.

******Special Note for Students currently enrolled in ORL 5362 at Teachers College, Columbia University:** In order to be guaranteed membership in the conference, registration must be received **no later than Monday, October 10, 2011 at midnight**. Thereafter, they will be accepted in the order received, as will other applications, until all spaces are filled.

Discounted fees are available to employees of non-profit and governmental agencies and to full-time students. In addition, discounts are available when three or more individuals from one work organization attend together.

Special fee arrangements can be made for those who are from underrepresented populations and others who may need financial assistances during this economic period. Please make requests to the conference administrator. Such decisions will be made on or before November 1.

Registration Procedures for All Registrants: Send the completed Conference Registration Form and fee via **conventional mail** or **scanned and emailed** to:

CONVENTIONAL MAIL OPTION

Stephanie Biernbaum, Administrative Director
c/o Social-Organizational Psychology Program
Group Relations Conference—Box 6
Teachers College, Columbia University
525 West 120th Street
New York, NY 10027-6696

SCAN AND EMAIL OPTION

LeadershipConsciousness2011@gmail.com

Withdrawal Policy: Withdrawals after October 15, 2011 will not be refunded. The registration fee of \$100 will be withheld to cover administrative costs.

SPONSORSHIP

This group relation conference is a part of the Transforming Open System series at Teachers College, Columbia University. As such, the majority of members at this conference historically have been enrolled in *Group Dynamics: A Systems Perspective* (ORL 5362). Conference participation is among options given to students for partial fulfillment of course requirements.

This event is authorized by the Social-Organizational Psychology Program at Teachers College, Columbia University and also sponsored by the New York Center for the Study of Groups, Organization and Social Systems, the A. K. Rice Institute for the Study of Social Systems, and Group Relations International. All staff invited as consultants are members of recognized group relations organizations.

FOR MORE INFORMATION OR INQUIRIES PLEASE CONTACT:

Stephanie Biernbaum
Administrative Director

LeadershipConsciousness2011@gmail.com

Conference voicemail: 315-834-4400

Transforming Organizational Systems



Authority and Presence: Leadership Consciousness for the Times to Come

The Fall Group Relations Conference at Teachers College, Columbia University

November 4-6, 2011

CONFERENCE STAFF

The members of this staff were invited for their demonstrated individual and collective capacity to work with the central inquiry and consult with groups to deepen this exploration.

Staff, who are termed consultants, act as guides and co-learners in the experience. How participants respond to the way staff take their roles, especially in terms of authority, is a subject for study.

Should enrollment require it, additional consultants may be added. The staff members who have accepted invitations include:

Conference Director

Zachary Green

Ph.D. - Visiting Professor, Department of Leadership Studies, School of Leadership and Education Sciences, University of San Diego; Executive Coach, World Bank; Associate, Group Relations Nederland; Associate/Fellow, A K Rice Institute (AKRI); Founding Circle, Group Relations International.

Managing Director

Betsy Hasegawa

Ed.D.- Senior Consultant, Ritchie | Tye Consulting, New York, NY; Organizational Consultant, Constellations Consulting, Bellingham, WA; Associate, New York Center for the Study of Groups, Organizations and Social Systems; Co-Creator, Group Relations International; Associate, A K Rice Institute for the Study of Social Systems (AKRI)

*Administrative Director***Stephanie Biernbaum**

M.A. Social-Organizational Psychology, Teachers College, Columbia University;
 Manager, Retail Development Programs, Tiffany & Co.; B.A. Theatre Studies,
 Emerson College; Founding Member, Rogoff Theatre Company.

*Administrators***Nathan Gerard**

Ph.D. Candidate, Social-Organizational Psychology,
 Teachers College, Columbia University

Anantha Harihara

II year student, M.A Social-Organizational Psychology,
 Teachers College, Columbia University
 M.A. Personnel Management & Industrial Relations,
 Tata Institute of Social Sciences, Mumbai, India

*Consultant Team***Eliat Aram**

PhD, CPsych, SciPsych,
 CEO, The Tavistock Institute of Human Relations, London; UKCP registered Gestalt
 Psychotherapist and Supervisor; Professional Associate, The Grubb Institute;
 Member, OFEK, Israel; UK

Laura Dorsey-Elson

Ph.D. - Co-Founder & CEO, Elson Consulting Group, LLC; Associate Professor of
 Communication Studies, Morgan State University, Leadership & Life Coach,
 Associate, A.K. Rice Institute for the Study of Social Systems;
 Member, Washington-Baltimore Center for the Study of Group Relations

Sylvia Ellison

M.Ed., Harvard University -Senior Education Development Professional, post-conflict
 countries, programming in education, workforce development, child labor, child
 soldiers, and anti-trafficking in persons-regions of expertise, Asia, Eastern Europe
 and Sub-Saharan Africa; former Product Developer, on-line teacher development for
 research and program activities; U.S. health and human services and education.

B.A.-Hollins University; lived in Europe, the Middle East, Africa and Asia;

Member of Society for International Development;

Member, the Inter-Agency Network for Education in Emergencies;

Co-Creator, Group Relations International

leon james

Principal; Leroi Jones Productions; Web Reporter, Peace Boat;
 Producer, AfrobeatRadio; Associate, Group Relations International

Johan Johansson

M.D. - Storsjögläntan Palliative Home Care Team, Östersund Hospital, Östersund;
Family Physician, Dep Primary Care Centre, Krokomb; Sweden;
Co-Creator, Group Relations International

William K. MacNulty

Ph.D. - Group Psychologist, 1st Special Forces Group, U.S. Army;
Associate, Group Relations International.

Christopher Rodriguez

Human Resources Director, New York City Department of Education; Educational and
Training Consultant; Bachelor of Arts, College of Arts and Sciences, Cornell
University; Master's Candidate in Public Health, School of Public Health, University of
California Los Angeles; Student, Pre-medical Studies Program, The City College of
New York, City University of New York; Board Member, National Association of
Hispanic Healthcare Executives; Associate, The New York Center for the Study of
Groups, Organizations, and Social Systems;
Associate, A.K. Rice Institute for the Study of Social Systems.

Ellen Short

Ph.D., Associate Professor and Coordinator, Counseling Programs, Department of
Counseling and School Psychology, School of Education, Brooklyn Campus, Long
Island University; Member, New York Center for the Study of Groups,
Organizations, and Social Systems; Associate, A.K Rice Institute.

Consultant Candidates

Jenna Bernstein

MSW, P-LCSW; Applied Behavioral Analysis Program Implementer, Butterfly Effects;
Family Readiness Assistant, 8th Marines Regiment, USMC;
Associate, Consultant Candidate, The A.K. Rice Institute

Jennifer Lee

Ph.D. Clinical Psychologist, Children's Home of Poughkeepsie, Private Practice;
Adjunct Faculty, Department of Psychology, Marist College; Member, The New
York Center for the Study of Groups, Organizations and Social Systems;
Associate, The A.K. Rice Institute for the Study of Social Systems.

Transforming Organizational Systems



Authority and Presence: Leadership Consciousness for the Times to Come *The Fall Group Relations Conference at Teachers College-Columbia University* **November 4-6, 2011**

Conference Registration

Name*:

Age: Personal Gender Designation:

Address (only city and state will be indicated on member list):*

Email:

Phone:

Teachers College-Columbia University students please indicate program and year*

Public Members please indicate primary occupation/vocation and organization/affiliation*

*indicates information that will be included on membership lists provided to all participants

THE FOLLOWING INFORMATION IS COLLECTED TO HELP STAFF FORM GROUPS WITH ATTENTION TO SOCIAL AND PSYCHOLOGICAL DIMENSIONS OF IDENTITY. THESE DATA WILL BE MADE AVAILABLE TO THE STAFF OF THE CONFERENCE BUT WILL NOT BE INCLUDED IN THE INFORMATION REPRODUCED FOR THE FULL CONFERENCE MEMBERSHIP.

Identity characteristics your wish to offer (including but not limited to race, sexual orientation, nationality, ability, social class, military rank, ethnicity, languages, faith, etc.)

What is your purpose for registering for this conference (TC students please indicate one purpose in addition to “fulfill a course requirement option.”)

The conference theme is on “Authority” “Presence” and “Leadership Consciousness.” Which of these concepts as you understand them resonates with you the most?

Is this your first time attending any kind of group relations conference? ___ Yes ___ No

If yes, what is at least one expectation you have for the learning...

If no, how many conferences have you attended... ___1 ___2 ___3 ___4 or more and what brings you again to this kind of experience...

The following offer different ways of accessing knowing that may be used to form groups and experiences in the conference...

Which one or two of these archetypes do you think most describes how you view yourself right now?

___ Innocent ___ Orphan ___ Caregiver ___ Seeker

___ Warrior ___ Creator ___ Destroyer ___ Lover

___ Ruler ___ Magician ___ Jester ___ Sage

___ Other (please describe) _____

What is one of your favorite songs, quotes, films, videos, or images? If cases of images or videos, if you have the link, it would be useful.

Is there anything else you would like to add to your responses for those who will organize the conference and co-create this experience with you to consider?

PLEASE NOTE: As participation in the conference as one single experience is considered key to learning by the organizers, those who know in advance that they may miss any significant portion of the conference are asked to forego attendance at this time. Some past participants have experienced similar conferences as particularly personally intense. As the conference is not designed as a substitute for psychotherapy, those going through a period of extreme personal difficulty are advised to defer attendance.

- I have read the brochure and understand that I am participating in a group relations conference where intense experiential learning may be expected.

Signature

Date

IMPORTANT: PLEASE INCLUDE THE FOLLOWING FEE PAGE WITH YOUR REGISTRATION



For more information or inquiries please contact the Administrative Director:

Stephanie Biernbaum
LeadershipConsciousness2011@gmail.com
 Conference voicemail: 315-834-4400

Authority and Presence: Leadership Consciousness for the Times to Come

*The Fall Group Relations Conference at Teachers College-Columbia University
November 4-6, 2011*

CONFERENCE FEES

NAME _____

FEES ARE DUE IN FULL ON OR BEFORE NOVEMBER 1, 2011.
NO REFUNDS OF DEPOSITS AFTER OCTOBER 15, 2011.

- ORL 5362 Students (NO PAYMENT/COVERED BY COURSE ENROLLMENT AND FEES)
- \$250 Full-Time Students, please indicate institution _____
- \$295 Part-Time Students, please indicate institution _____
- \$395 Public Members—Government, Nonprofit, Educators, Arts, Entertainment*
- \$495 Public Members—Private Sector--including Consultants, Psychotherapists
- \$495 Public Members---Other, please indicate _____
-
- \$50 Discount (per applicant)/3 or more members from the same organization

Name of organization _____

* IF YOUR INSTITUTION AND/OR ORGANIZATION WILL HAVE A GROUP PARTICIPATING AND HAS ARRANGED TO PAY YOUR CONFERENCE FEES DIRECTLY, SUBMIT THIS PAGE BUT NO PAYMENT AS INDICATED BELOW IS NEEDED.

\$ _____ AMOUNT DUE

- Checks are made payable to** The New York Center for the Study of Groups, Organizations and Social Systems (NYCGOSS is okay)

- Credit card payments (conventional mail rather than electronic is recommended)**

Charge \$ _____ to:

VISA # _____ Exp. Date: _____

MasterCard# _____ Exp. Date: _____

Cardholder's Name: _____

Cardholder's Signature: _____

Stephanie Biernbaum, Administrative Director
Group Relations Conference Box 6
525 West 120th Street
New York, NY 10027-6696

email
LeadershipConsciousness2011@gmail.com