

OFEK International Group  
Relations Conference Online

# PASSION AND PURPOSE

Authority and Leadership  
in Today's World  
with Training Group

27 February-2 March  
2022



Register



Contact us



## Dear Prospective Participant,

Many of us are living in a maddeningly uncertain state. We cannot return to our pre-pandemic worlds and at the same time, what we are transitioning to is not yet known. As soon as we take tentative steps forward, there are new health concerns, new restrictions, new disruptions. And underlying this, increased political tensions, growing social divisions, economic disparity, and the threat of global warming not to mention concern about what we may be leaving for future generations.

And yet, we need to adapt and reshape our lives, our communities and our organizations. With one foot on the accelerator and the other on the brake, how do we mobilize the appropriate level of energy knowing that the light may change to green or red at any moment? Where do we find the passion to sustain us as we attempt to discover renewed purpose amidst such social instability as well extraordinary opportunity for change? And how does this impact the way we take up our authority? Or our roles as leaders and followers? And the organizations and society we are a part of?

We invite you to join us at the OFEK International Group Relations Conference Online where we will create a virtual space to explore these and other questions. The conference is an experiential learning event that provides a unique opportunity to study one's own behavior as it happens in real time, to experience and reflect, and to try out new ways of being and acting in a setting removed from daily life.

Participants and staff form a temporary organization, take up a variety of roles and examine the exercise of authority and emergence of leadership in relation to passion and purpose, together with the unconscious dynamics that unfold and the impact of the virtual context. The insights gained from this kind of direct learning can be powerful and long lasting.

The conference takes place online, opening it to participants from more parts of the world and reflecting the way groups and organizations increasingly operate in today's world.

We look forward to meeting and working with you,

**Leila Djemal**, Conference Director





## About the Conference

Organizations operate not only according to stated tasks, but often under the influence of group and systemic processes, both overt and covert, rational and irrational, that drive behaviors and decision-making, and have a powerful impact on their life, culture and effectiveness.

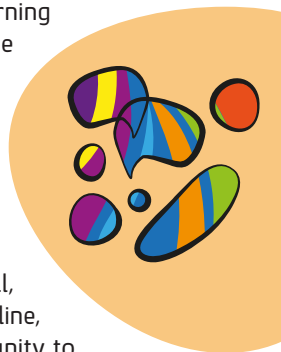
A Group Relations Conference creates a temporary organization to study these processes through direct experience.

**The conference**, in which both participants and staff come from a wide range of professions, backgrounds and cultures, **provides opportunities to:**

- Study the dynamics of authority, leadership and organizational life in relation to passion and purpose in a virtual context;
- Learn about both covert and overt group processes through participating in groups that vary in size, structure and task;
- Discover the unspoken and at times unconscious feelings and processes that are often put aside in our everyday working life and buried under the drive to fulfill formal tasks;
- Explore how we collectively and individually take up roles, negotiate authority, accomplish tasks, manage boundaries, and reflect on learning in "real time";
- Better understand the hidden assumptions, fantasies and irrational forces that help shape group and organizational life and the way we use our authority and take up our roles;
- Discover aspects of group life that create vitality and goal fulfillment and those which lead to resistance, complacency, inertia, and decline;
- Understand the relatedness of self and system and the relatedness of part and whole;
- Experiment with familiar and unfamiliar roles;
- Learn about what supports or detracts from our effectiveness;
- Use the potential within us to bring about changes in the way we work and influence our surroundings.

The learning in the conference is experiential, modeled after the 'Tavistock' working conferences, developed at the Tavistock Institute of Human Relations. There are no lectures or theoretical discussions. Rather, we form a temporary learning organization, where the topics and issues arising in the conference are studied as they evolve, here and now and in real time. In this way the lived experience of conference participants forms the raw material for exploration.

Since 1987, OFEK has been offering international Group Relations Conferences every year. This year's conference has been developed to take place on Zoom. With the changing nature of the workplace and much of our social, professional and educational interactions increasingly taking place online, often across countries and continents, it also provides an opportunity to deepen our understanding of the impact of the online medium, including its limitations and potential.





## Who is the Conference for?

All of us live and work in groups and organizations, from our earliest family groupings to our social and professional communities. A Group Relations Conference is for anyone interested in how they and their groups, teams or organizations can work better, as well as in expanding their own reflective skills and gaining new insights.

For example, leaders, managers, entrepreneurs, consultants, HR professionals, coaches, facilitators, clinicians, educators, researchers, activists, administrators, public sector and non-profit professionals, marketing, legal and financial professionals, medical professionals and more.

No previous experience is necessary; curiosity and a desire to learn are the only requirements.

If you have been to a Group Relations Conference before, this 'next time around,' can offer a deeper learning about ourselves and the systemic forces that influence us personally and in the workplace, and in particular in relation to the dynamics of working online.

## What Can We Learn About?

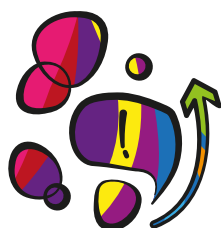
**Ourselves:** The way we manage ourselves in a group; the way we perceive our identity and sense of place in relation to others; how we influence and are influenced by others; the way we take up our roles in different settings; how we find and take up authority; how we take up formal and informal leadership and followership roles; the feelings and fantasies that inhibit or enhance our leadership potential; and the impact of passion and purpose.

**Our organizations:** The powerful irrational forces that operate under the surface of our day-to-day work and get in the way of the fulfillment of our organizational tasks and mission; and the way groups interact under the influence of unconscious impulses and drives.

**The wider context:** The social and political forces that shape our lives, often in ways that we are not aware of; our expectations and assumptions about authority; our ideas about leaders and leadership; and the part we can and do play in the society around us.

## Why Israel , Why Now?

As a subsystem of the larger social system, the conference is also influenced by its environment, even when virtual. The conference is planned and hosted by an organization in Israel, in these pandemic times, a compelling context in which to explore issues of authority and leadership in relation to passion and purpose. In the headlines for 'leading the way' in its response to Covid-19, first with early lockdowns, then soaring infection rates and later its early vaccination campaign, Israel was recently described by an international news network as continuing to "offer other nations a glimpse into the pandemic's future." A focus for conflict in the Middle East for many years and often in the line of fire for its political and military decision-making, it is also the object of much fantasy and scrutiny. All of this, together with its ethnically, culturally and religiously diverse population and its struggles with the political and social divisiveness and increasing economic disparity experienced by much of the world at this time, makes it a fertile and rich backdrop for exploration and sense-making, for regaining direction and purpose, for rekindling the passion required to take up authority and leadership in today's world.



We hope that with our diverse staff and a large international membership from different parts of the world, after much isolation and when traveling internationally may still be restricted, we will be able to 'cross national borders' and 'meet' one another to explore and learn together.

## Training Group

For those who want to advance their understanding and practice, the conference offers an opportunity to extend skills in psychoanalytic-systemic observation, consultancy and the application of group relations methodologies to organizational experience, both within the conference and in other relevant settings. This, while considering the impact of the virtual context and working online.



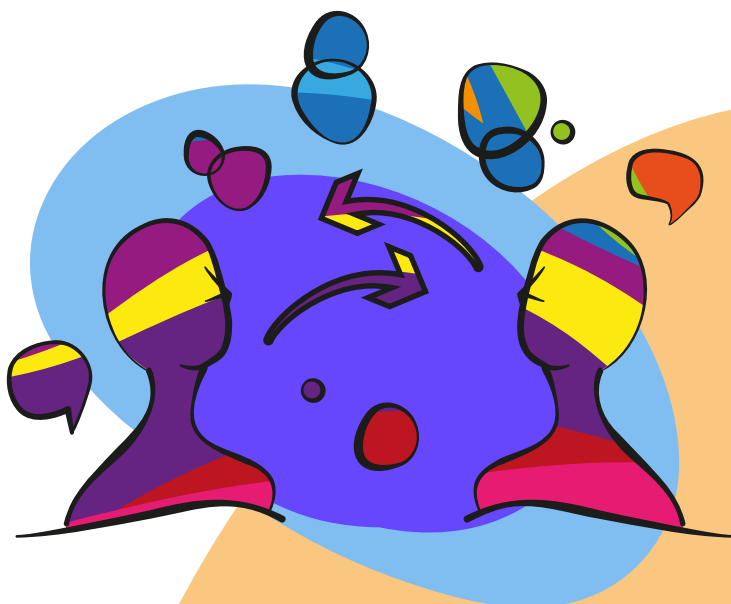
In addition to being part of the conference system as a whole, Training Group participants will have opportunities to:

- Take up consultancy roles in some conference events,
- Engage with staff in exploration and systemic thinking of emergent dynamic behavior in the conference.
- Think together about some of the heuristics for thinking about and working with group and organizational dynamics.

The Training Group is open for application by participants who have attended at least two group relations conferences. (Limited number of spaces available.)

## Language

The working language of the conference is English. However, in groups or situations where everyone speaks the same language, the latter can also serve as the working language.



## Conference Staff

All staff take up consultancy roles in addition to their other roles.

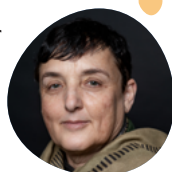
### Director

**Leila Djemal** | MA | Organization Development Consultant and Executive Coach | Founder and Co-Director, TouchOFEK Continuing Education | Graduate, William Alanson White Psychoanalytic Institute Organization Program focusing on system psychodynamics, New York | Associate, A.K. Rice Institute for the Study of Social Systems | Member, Past Board Member, OFEK | Israel



### Associate Director

**Smadar Ashuach** | MA | Clinical Psychologist and Supervisor | Training Psychoanalyst | Group Analyst | Member, Tel Aviv Institute of Contemporary Psychoanalysis | Member, Israel Group Analysis | Teaches at the IIGA, TAICP and Tel Aviv University | Private practice in Tel Mond, Israel | Member, OFEK | Israel



### Administrators

**Tal Alon** | MA | Dynamic Organizational Consultant and Supervisor | Teaches Group Facilitation and Organizational Consultation | Consultant, Zofnat, Institute for Organizational Consulting | Board Member, Past Chairperson, Israeli Association of Group Psychotherapy | Member, Past Chairperson, 'Besod Siach' - Advancement of Dialogue Between Conflict Groups in Israel | Member, OFEK | Israel



**Ilan Kirschenbaum** | Agile Coach | Organizational Consultant | Large Group Facilitation | Graduate, Program of Organizational Consultation & Development: Psychoanalytic-Systemic Approach POCD | Graduate, Large Group Facilitation (in Dialogic OD Approach) | Member, OFEK



### Consultant Staff

will be drawn from:

**Ganesh Anantharaman** | MPhil | Member of Programmes Committee, Group Relations India (GRI) | Staffed several conferences in various roles since 2003, including that of Conference Director in 2021 | Analyst in training in the Lacanian orientation | Consultant to corporate organizations on Leadership and Culture | India



**Daphna Bahat** | MA | Clinical Psychologist and Supervisor | Consultant to Organizations | Teaches psychotherapy and the psychoanalytic-systemic approach for groups and organizations at various institutions | Founder and Co-Director, TouchOFEK - OFEK's continuing education branch. | Leads workshops for women's empowerment using dance | Member, Past Chairwoman, OFEK | Israel



**Moshe Bergstein** | PhD | Training psychoanalyst | Teaches in various post-graduate psychotherapy programs and in the Israel Psychoanalytic Institute | Member, Israel Psychoanalytic Society, Jerusalem | Member, OFEK | Israel



**Eyal Etzioni** | MA | Clinical Psychologist | Group Facilitator and Organizational Consultant, private practice in Ramat Gan | Board Member, OFEK | Israel



**Matthew Gieve** | MSc | MBPsS | Senior Researcher and Consultant, The Tavistock Institute of Human Relations, London | United Kingdom



**Amir Scharf** | LLM | Business and Commercial Mediator | Lawyer | Senior Partner at a law firm | Group Facilitator | Board Member in public and private companies | Member, OFEK | Israel



**Shely Sussman** | MA | Organizational Psychologist, JDC - Tevet | Held VP HR & OD positions in Hi-Tech | Directed Center for Teaching & Learning at Bezalel Academy of Art & Design, Lectured in Interdisciplinary Studies | Doctoral student, Psychoanalysis & Hermeneutics | Graduate, Program of Organizational Consultation & Development: Psychoanalytic-Systemic Approach POCD | Board Member, OFEK | Israel



**Chris Tanner** | MA | Senior Lecturer, University of Essex Dept, Psychosocial and Psychoanalytic Studies | Training Director, OPUS | Senior Tutor, NHS Leadership Academy | Executive Coach and Organisational Consultant | Member, ISPSO | United Kingdom



**Nadine Riad Tchelebi** | Ph.D. | Senior Consultant for Organisational Development, Group Facilitator and Executive Coach | Board Member, PCCA | Member, ISPSO | Alumni "Dynamics of Consulting" | Former Visiting Lecturer at the Tavistock and Portman NHS Trust, London, UK | Has worked extensively in group relations conferences in the UK and internationally. | Germany



# The Host Organization



OFEK - Organization, Person, Group - The Israeli Association for the Study of Group and Organizational Processes (Public Benefit Non-Profit Company) is an educational non-profit organization founded in 1986. Its primary aim is to help promote learning and change in individuals, groups, organizations and society through the study, development and application of psychoanalytic and open systems theories in the Tavistock tradition of Group Relations. Since its establishment OFEK has run annual international Group Relations conferences in association with The Tavistock Institute of Human Relations, London. It also runs bi-annual Hebrew language conferences, theme conferences, bespoke conferences and workshops for organizations, scientific meetings, ongoing professional development courses ([Touch OFEK Courses and Workshops](#)) organizational consulting projects primarily in the non-profit sector (through [OFEK in the Field](#)) and additional activities both for its members and for the wider public.

[www.ofek-groups.org](http://www.ofek-groups.org)

## Sponsoring Organization



The Tavistock Institute of Human Relations applies social science to contemporary issues and problems. It was formally founded as a registered charity in 1947. The Institute is engaged in evaluation and action-research, organizational development and change consultancy, executive coaching and professional development, all of which support sustainable change and ongoing learning. The Tavistock Institute has been a sponsoring organization for OFEK Group Relations Conferences since their inception in 1987.

[www.tavistock.org](http://www.tavistock.org)





## Registration

### Where and When:

The conference will take place online, on Zoom. (Details about the technological component of the conference will be sent to participants in advance.)

It will begin on Sunday, 27 February 2022 at 10:00 am Israel Standard Time and end on Wednesday, 2 March 2022 at 6:00 pm Israel Standard Time, with scheduled conference events taking place between 10:00 am and 6:00 pm each day. A detailed timetable will be available at the beginning of the conference.

There will be spaces available for participants to gather informally outside the times of the formal activities.

### Fee:

Last date for registration: **Saturday, 19 February 2022**

Note: Early registration is advised as the number of spaces is limited.

Registration Dates	Fee (NIS)
Until 21.1.22	1,020
22.1.22 - 19.2.22	1,200

Fee is quoted in New Israeli Shekels (NIS)

For the Training Group there is an additional fee of 180 NIS.

### Organizational Discount

For two members from the same organization there will be a 90 NIS discount each. For three or more there will be a discount of 120 NIS each.

### Bursaries

A limited number of partial bursaries will be available, sponsored by OFEK and by the Tavistock Institute of Human Relations. To apply for a bursary, please fill out the Registration Form and send a request with a short description of the relevant background no later than Friday, 14 January 2022.

### Registration Procedures

To register for the conference, please click on [Registration Form](#) and fill out the online form. Registration will take effect once payment has been made.

### Methods of Payment

Payment can be made:

- By credit card\* online
- By credit card over the telephone
- By bank transfer

\* Credit card payments drawn on an Israeli bank can be made in installments.



Register






Cancellation Policy

Notice of cancellation received before Saturday, 19 February 2022 will incur cancellation charges as detailed below:

Until 21.1.22	300 NIS
22.1.22 - 19.2.22	600 NIS
After 19.2.22	Conference fees cannot be refunded

If you are living through significant personal difficulties, we suggest you consider postponing your attendance as the conference is designed as a learning event and is not a substitute for psychotherapy.

For further details or if you have any questions please contact the conference administrators, Tal Alon and Ilan Kirschenbaum at [ofekgrc@gmail.com](mailto:ofekgrc@gmail.com).

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