The 32\textsuperscript{nd} OFEK International Group Relations Conference

**LEADERSHIP, IDENTITY AND ROLE**

*Fantasy and Reality*

17-22 February 2019

Eden Inn Hotel

Zichron Yaakov

Israel

In association with

THE TAVISTOCK INSTITUTE®
Dear Prospective Participant,

In the virtual worlds that surround us, the boundaries between reality and fantasy appear to be crumbling. There is a rich and playful element to this as we can take up roles of leaders in online games, assume and shed identities and indulge in alternative lives as we struggle with our day to day concerns. But what about those boundaries in the groups and organizations we belong to? And how does this affect our inner boundaries – what role do our fantasy lives, our unspoken and at times unconscious wishes and motives, play in the way we take up our roles at work? How do they impact our ideas of our own and others’ identity? With what kind of fantasies do we imbue our leaders and how does that influence our ability to take up a leadership role?

We invite you to help us explore these and other questions in OFEK’s upcoming 32nd International Group Relations conference. The conference provides a unique opportunity to study one’s own behavior as it happens in real time and to reflect and think in a safe setting, as participants and staff take up a variety of roles and experience the powerful impact of both fantasy and reality on ourselves and others and the organizations that we inhabit. The insights gained from this kind of thinking and experiencing are powerful and long lasting. And, as a participant from a previous conference has observed, “Israel remains an unusually fertile ground for introspection and deep reflection”. The conference takes place in the tranquil setting of the Eden Inn Hotel in Zichron Yaakov, a small town overlooking the Mediterranean.

We look forward to seeing you there.

Judith Levy
Conference Director
What is a Group Relations Conference?

Organizations conduct themselves not only according to stated tasks, but often under the influence of group and systemic processes, both overt and covert, rational and irrational, that have a crucial impact on their life and culture. A Group Relations conference aims to study and investigate these processes both in the context of the group and the organization, and in the wider social context. The conference, in which both participants and staff come from a wide range of professions and cultures, provides participants with opportunities to 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; to better understand the fantasies and irrational forces that help shape organizational life and the way we use our authority and take up our roles; and to 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 “Leicester” conferences developed by the Tavistock Institute in the 1950s. 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. The work in the conference opens a window into the emotional and unconscious layers that are part and parcel of our behavior in all spheres of life.

Who is the Conference for?

A Group Relations conference is for anyone who works with people, teams and organizations – e.g., managers, organizational consultants, therapists, educators – and who is interested in expanding his/her inner and outer reflective abilities. No previous experience is necessary; all that is required is curiosity and a desire to learn. If you have been to a Group Relations conference before, the “second time around,” in a setting with other experienced participants, can offer a deeper learning about ourselves and particularly about the systemic forces at work on us personally and in the workplace.
What Can We Learn About?

Ourselves – the way we manage ourselves in a group; the way we take up our roles in different settings; the feelings and fantasies that inhibit our leadership potential; and the way we perceive our identity in relation to others;

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 ideas about leaders and leadership in reality and in fantasy.

Why in Israel and Why Now?

There is no better place at the moment than Israel in which to explore issues of fantasy and reality, leadership and identity. Often in the line of fire by the rest of the world for its military and political decision-making, it is the object of as much fantasy as realistic scrutiny. Its internal struggles with overt and covert forces that shape its complex and diverse identity, its leadership and its culture, mirror similar conflicts experienced by many nations at the moment. The conference staff is diverse and we hope that with a large international representation in the membership, we will be able to explore together some of the complex rational and irrational, real and imagined attitudes and feelings we have towards one another, whether on a personal, organizational or cultural level.

Language

The working language of the conference is English; however, in groups or situations where everyone speaks Hebrew, the latter can also serve as the working language.
Conference Staff

Director
Judith Levy | PhD | Senior Lecturer (retired), Dept. of English, Hebrew University of Jerusalem | Organizational Consultant and Executive Coach | Member, OPUS: Organisation for Promoting Understanding of Society | Member, ISPSO: International Society for the Psychoanalytic Study of Organizations | Member and Past Chairperson, OFEK

Associate Director
Leila Djemal | MA | Organization Development Consultant and Executive Coach | Co-Director and Instructor, Touch OFEK Courses and Workshops | Graduate, William Alanson White Institute Organization Program focusing on system psychodynamics, New York | Member, New York Center for the Study of Groups, Organizations and Social Systems | Associate, A.K. Rice Institute for the Study of Social Systems | Board Member, OFEK

Administrators
Kobi Tadmor | PhD | Philosopher, System Analyst, CEO and Group Facilitator | Member, YPO | Member, OFEK

Elita Tor | MSW | Social Worker, Psychotherapist, Organizational Consultant using a psychoanalytic-systemic approach | Group Facilitator with a variety of experience in team supervision and facilitation | Clinical Therapist for individuals and couples, private practice in Tel Aviv and Ra’anana | Board Member, OFEK

Consulting Staff
Louisa Diana Brunner | PhD | Leadership and Management Consultant, Executive Coach, Family Business Advisor and Researcher | Selection, Bocconi School of Management | Graduates’ Career Coaching, Bocconi University | Founding Member, PCCA: Partners for Confronting Collective Atrocities | Honorary Member, Il Nodo Group | Fellow, FFI: Family Firm Institute | Member ISPSO | Member, OFEK | Member, OPUS
Hilda Cohen  |  MA  |  Organizational Psychologist, Group Facilitator, Leadership and Organizational Consultant, private practice in Tel Aviv  |  Coaches and supervises managers  |  Teaches in the Group Facilitation Program, Kibbutzim College, Tel Aviv  |  Senior Consultant, Institute for Quality Leadership  |  Member, OFEK

Leila Djemal

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

Yigal Ginath, Prof.  |  Psychiatrist and Psychotherapist  |  Director, Three-year Program in Psychotherapy, Ben-Gurion University  |  Chairperson, Reut - Rehabilitation and Community Integration for People with Disabilities  |  Honorary Citizenship of Jerusalem  |  Founding Member and Past Chairperson, OFEK

Olya Khaleelee  |  MA  |  Corporate Psychologist and Organisational Consultant with a particular interest in leadership, organisational transition and transformation  |  Associated with the Tavistock Institute for over thirty years, developing group relations both in the UK and internationally  |  Past Director, OPUS: Organisation for Promoting the Understanding of Society  |  Has published extensively in the areas of leadership and system psychodynamics in organisations and society.

Judith Levy

Marcelo Mauas  |  MBA  |  Consultant to business organizations in the areas of change management, leadership and executive teams; organizational development of start-ups and family businesses  |  Supervisor of consultants and organizational development managers  |  Cooperating partner of Innova Institute, Barcelona (Spain)  |  Member, Israeli Association for Organizational Development  |  Member and Past Board Member, OFEK

Shankarnarayan Srinath  |  MBBS, MRCPsych  |  Consultant Psychiatrist in Psychotherapy specialising in working with young adults, Cambridge, UK  |  Organisational Consultant  |  Visiting lecturer at the Tavistock and Portman NHS Trust, London, UK  |  Has worked extensively in group relations conferences in the UK and internationally.

Yael Shenhav Sharoni  |  MA  |  Clinical Psychologist and Supervisor  |  Adult and Child Psychoanalyst  |  Consultant to organizations  |  Member of Tel Aviv Institute of Contemporary Psychoanalysis  |  Chairperson, OFEK

Kobi Tadmor

Elita Tor
The Host Organization

OFEK - The Israeli Association for the Study of Group and Organizational Processes (Public Benefit Non-Profit Company) was founded in 1986 and is an educational not-for-profit organization with the objective of studying relations in groups, in organizations and in society, while applying the unique observation and study methodology of the Tavistock tradition of Group Relations. This paradigm enables an understanding of the organization as an open system, and underlines the hidden, irrational, emotional and unconscious elements that are part of group, organizational and social processes. 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) and additional activities both for its members and for the wider public.

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.

www.tavinstitute.org

Previous participants of the OFEK International Conference have said:

“Outstanding. Challenging. Inspiring to work harder on my way of interacting with other people in a range of settings.” Leadership Trainer, Israel

“Very rewarding and beneficial for learning about my own roles and my own relationship to power and authority”. Lawyer, UK.

“The conference contributed to my learning about where I find my personal authority, authorize myself, set boundaries, speak up or not speak up but still exercise leadership and authority”. Organisation Consultant, Sweden.
Registration

When:
The conference will begin at 13:30 on Sunday, 17 February 2019 and end at 12:00 on Friday, 22 February 2019.

Where:
The conference will take place at the Eden Inn Hotel in Zichron Yaakov. The conference is residential and participants will reside at the venue for the duration of the conference. www.toaly.co.il

Fee:
Fee includes tuition, accommodation and full board (three meals a day and light snacks throughout the day).

Last date for registration:
Sunday, 10 February 2019

Note: Early registration lowers fees.

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<th>Registration Dates</th>
<th>Double* occupancy</th>
<th>Single occupancy</th>
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<tr>
<td>Until 30.11.18</td>
<td>4,750</td>
<td>6,000</td>
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<td>1.12.18 – 20.1.19</td>
<td>5,250</td>
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<td>21.1.19 – 10.2.19</td>
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Prices are quoted in New Israeli Shekels (NIS)
* Help in finding a roommate will be provided.

Organizational Discount
For two members from the same organization there will be a 300 NIS discount each. For three or more there will be a discount of 400 NIS each.

Bursaries
A limited number of partial bursaries will be available. To apply for a bursary, please fill out the Registration Form and send a request with a short description of the relevant background, by 30 November 2018.

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 as follows:
  • By credit card drawn on an Israeli bank* through the following link: EZ Pay
  • By international credit card via one of the conference administrators
  • By check made out to OFEK and sent to - OFEK, The International Conference 2019, P.O.B. 671, Herzliya, 4610601, ISRAEL
  • By bank transfer to - OFEK, Bank Hapoalim, Branch No. 778, Account No. 282858. Please add a note: “For International Conference”
* Credit card payments drawn on an Israeli bank can be made in installments.

Cancellation Policy
Notice of cancellation received before 8 February 2019 will incur cancellation charges as detailed below:

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<td>1.12.18 - 20.1.19</td>
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<td>After 8.2.19</td>
<td>Conference fees cannot be reimbursed</td>
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For further details or if you have any questions please contact the conference administrators, Kobi Tadmor and Elita Tor at ofekgrc@gmail.com.