



The 33<sup>rd</sup> OFEK International Group Relations Conference

# BETWEEN INSIDE AND OUTSIDE

Navigating Authority and Leadership

16-21 February 2020 | Zichron Yaakov, Israel

In association with  
**THE  
TAVISTOCK  
INSTITUTE®**



## Dear Prospective Participant,

In today's world, we belong to numerous networks and communities, spanning social, cultural and geographic borders. Traditional boundaries are shifting and identity is more complex. While this expands our possibilities, it also creates uncertainty and raises questions about our sense of place.

Are we on the inside? The outside? Both? Where do we position ourselves or get placed by others and from where do we find our voice? What about when our work team is spread across several countries but we sit among people with whom we have no common task? Or with recent political trends, where we may not feel represented by elected leadership and find ourselves alienated, disenfranchised, outside? Who has the privilege or credentials for being in and who is left out? And from which parts of our multiple identities can we operate?

This has a significant impact on authority, leadership and followership. With hierarchies reordering, boundaries uncertain or diffuse, and the insider-outsider dilemmas more prevalent and pressing, we are required to find and take up authority and leadership differently. How do we navigate all of this in a new

and effective way? How do we better understand our roles in order to engage in society and play our part?

We invite you to join us at the 33<sup>rd</sup> OFEK International Group Relations Conference 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 is happens in real time, to think and reflect and to try out new ways of being and acting in a safe setting removed from the pressures of daily life. Participants and staff take up a variety of roles and examine the exercise of authority and leadership in relation to the experience of being inside, outside and on the peripheries. The insights gained from this kind of learning can be 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.

**Leila Djemal**, 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, culture and effectiveness. A Group Relations conference aims to study and investigate these processes at the level of the group, the organization and the wider social context.

The conference, in which both participants and staff come from a wide range of professions and cultures, provides 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;
- 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;

- 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. 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 an integral part of our behavior in all spheres of life.



## 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 inner and outer reflective abilities. For example, leaders, managers, entrepreneurs, consultants, HR professionals, coaches, facilitators, therapists, educators, researchers 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,' in a setting with other experienced participants, can offer a deeper learning about ourselves and particularly about the systemic forces that influence with us personally and in the workplace.

## 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; 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; and the feelings and fantasies that inhibit our leadership potential.

**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 in Israel and Why Now?

Israel is a compelling setting in which to explore issues of authority and leadership in the context of belonging and sense of place, or being on the inside, on the outside, or on the peripheries. With a large immigrant population Israel is extremely varied ethnically, culturally and religiously and is composed of multiple overlapping communities, including refugee and migrant worker groups, all vying for self-expression and influence. 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 this fraught moment, making it all the more relevant as a location.

We hope that with our diverse conference staff and a large international conference membership, we will be able to explore together some of the complex rational and irrational, real and imagined attitudes and feelings we have in relation to one another, 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

**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 | Associate, A.K. Rice Institute for the Study of Social Systems | Board Member, OFEK



### Associate Director

**Moshe Bergstein** | PhD (Social work), MSc (Chemistry and Life Sciences) | Psychotherapist and psychoanalyst in private practice, Ramat Hasharon | Teaches in various post-graduate psychotherapy programs and in the Israel Psychoanalytic Institute | Member, Israel Psychoanalytic Society, Jerusalem | Member, OFEK



### Administrators

**Smadar Ashuach** | MA | Clinical Psychologist and Supervisor | 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



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



\* All conference staff take up consultancy roles in addition to their management roles.

## Consultant Staff

will be drawn from the following list:

**Leslie Brissett** | JP, PhD | Director of the Group Relations Programme, Principal Consultant & Company Secretary, The Tavistock Institute of Human Relations, London | Magistrate



**Hanna Marder** | BSc (Physics), MBA | Financial and Business Consultant, formerly head of the Department of Corporate Loan Review, Bank Hapoalim | Group Facilitator | Member and Past Board Member, OFEK



**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



**Martha Mens** | Drs. MPC | Psychologist and Supervisor | Senior Consultant, Ministry of the Interior and Kingdom Relations | Supervisor and Study Group Consultant, Executive Education Programme *Coaching and Consulting in Context*, Utrecht University School of Governance (USG) | Past Chairperson, Group Relations Nederland | Has worked in group relations conferences in the UK and in the Netherlands.



**Miriam Shapira** | MA | Clinical Psychologist in private practice since 1980 | Specialist in trauma and grief therapy, community resilience, training and supervising psychologists, therapists and rabbis | Head of MAHUT Israel, center for emergency preparedness and resilience | Founding Member and first Chairperson, BESOD SIACH, to promote dialogue among conflict groups in Israel | Member, OFEK



**Sivanie Shiran** | Ph.D | Clinical Psychologist and Jungian Psychoanalyst | Faculty Member at the Arison School of Business, IDC Herzliya | Organizational Consultant and Executive Coach at IMD Business School in Switzerland and in private practice in Israel | Member, OFEK



**Yael Shenhav Sharoni** | MA | Clinical Psychologist and Supervisor | Adult and Child Training Psychoanalyst | Consultant to organizations | Member of Tel Aviv Institute of Contemporary Psychoanalysis | Active Member APsaA, IPA | Chairperson, 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.





## 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](#))

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

## When:

The conference will begin on **Sunday, 16 February 2020 at 13:30** and end on Friday, 21 February 2020 at 12:00.

## 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.edeninn.co.il](http://www.edeninn.co.il)

## Fee:

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

Registration Dates	Double* occupancy	Single occupancy
Until 15.12.19	4,900	6,300
16.12.19 – 19.1.20	5,400	6,800
20.1.20 – 7.2.20	5,800	7,200

Prices are quoted in New Israeli Shekels (NIS)

\* Where needed, roommates will be assigned.

**Last date for registration: Friday, 7 February 2020**

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

## 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, 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, by **Sunday, 15 December 2019**.



## 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 drawn on an Israeli bank\* through the following link (in Hebrew): [EZ Pay](#)
- By international credit card via one of the conference administrators
- By bank transfer to - OFEK, Bank Hapoalim, Branch No. 778, Account No. 282858 | **Swift:** POALILIT | **IBAN:** IL56-0127-7800-0000-0282-858 | Please add a note: "For International Conference"

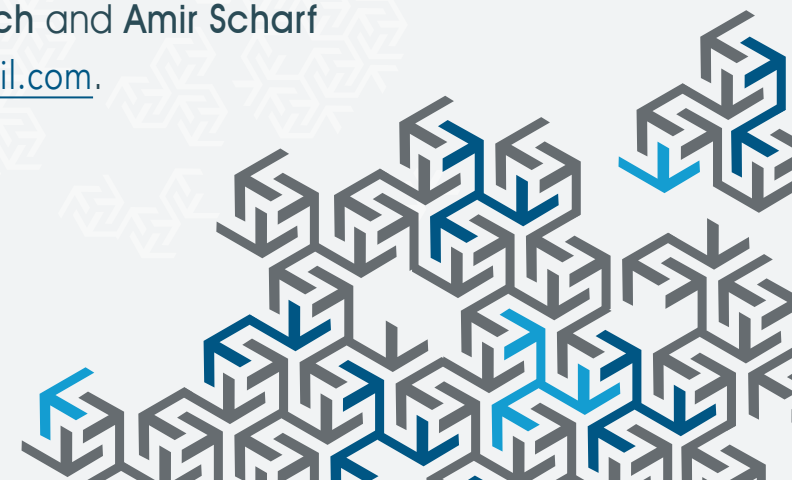
\* Credit card payments drawn on an Israeli bank can be made in installments.

## Cancellation Policy

Notice of cancellation received before Friday, 7 February 2020 will incur cancellation charges as detailed below:

Until 15.12.19	300 NIS
16.12.19 - 19.1.20	600 NIS
20.1.20 - 7.2.20	900 NIS
After 7.2.20	Conference fees cannot be reimbursed

For further details or if you have any questions please contact the conference administrators, **Smadar Ashuach** and **Amir Scharf** at [ofekgrc@gmail.com](mailto:ofekgrc@gmail.com).



## 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”. Organization Consultant, Sweden.

“Fantastic, breakthrough!”

CEO, Israel

“It is another life-changing conference for me to experiment in this safe place. I could try to be more authentic and vulnerable to let the dynamics come and go through me.”

Psychotherapist, Taiwan

“A unique experience of learning in action”

Communication Consultant, UK

“The highlights were being in Israel, the mix of the group, the consultancy”

Philanthropist, Australia

“Energizing, invigorating”

Psychologist, Israel

“Eye opening”

College Teacher, Israel

