

This document provides a record – partial and incomplete – of the experience at members' day in Melbourne 2011. It is compiled from some of the material which we used, and also some of the reflections from the day.

Hope you enjoy it – if you were there in person, or if you couldn't be there this time...

What does regeneration mean to us?

As you may already know, the **purpose** of members' day will be to link the theme of the Symposium, "Regeneration in Organisations" with members' thoughts, associations or visions of ISPSO in the future; of our own practice and how it might develop; and the conditions in our organisational ecology that will foster regeneration.

The **aim** is to create spaces where members will be able to meet one another's needs for various forms of interaction (as indicated in the survey findings). We want to encourage new relationships between long-standing members who may not know one another well; between new members and the rest of us; and between well established members, who might be new to an annual meeting.

In relation to regeneration & organisations & ourselves, we will explore:

- Who are we?
- What inter connects us?
- What do we think and what are we doing?

As part of the preparation for this time together, we wondered if it were worthwhile to think in advance about the questions:

- 'what does regeneration mean to me?', and
- 'what might it mean to us?'

You may want to help facilitate thought and reflection on this theme by – consciously bringing some material from outside the conference into members' day. For example:

- An object that represents regeneration to you
- An image
- A memory
- A piece of text – a poem or such like
- Something that your mind alights on as you arrive in Australia, or as you travel to the venue
- Anything evocative of regeneration and your relationship to it

The outline of the day

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We understand that the **time** we have to work within is from 9.30am until 12.30pm, and then from 1.30 – 2.30pm. We are expecting around 60 **people** to be involved.

What does regeneration mean to us?

Intro – survey findings	9.30 – 9.45am
Discussions in 3s	9.45 – 10.45am
Task to discuss the three questions above	
Break	10.45 – 11.00am
During break find one or two other threesomes to work with	
Experiential activity in groups of 6 or 9	11.00 – 12.00pm
Use the purpose as the stimulus for activities – produce something representing a response to the purpose statement or in particular the last statement on conditions for an organisational ecology	
A showing of works from the groups	12.00 – 12.30pm
Plenary discussion	12.30 – 1.00pm
Award of Bridger Prize ¹ 2011	1.00 – 1.30pm
Lunch	1.30 – 2.30pm

ISPSO Business Meeting 2.30 - 4.20 pm

Including:

- Introduction of Board, including new Board members and new President Elect
- Reports from President, Executive Director and Webmaster, Secretary-Treasurer and Sub- Committees
- Regional Meeting reports

¹ With special guest Sam Lipski, Pratt Foundation

- News on Annual Meetings in 2012 and 2013

Workshop

4.30 - 6.00pm

Sustaining Scholarly Exchange Throughout the Year: The Psychodynamics of the Virtual World (facilitated by Larry Hirschhorn)

The survey of members

We conducted a short survey in recent months to which we had 22 responses. The purpose of the survey was to get some sense from interested members of their hopes and expectations of members' day. This note is a summary of the findings from the survey. We are working on a design for members' day which speaks to these hopes and expectations.

Theme 1 Connection with other and new members – by far the most frequent request: Time to meet other members, share with them work experiences, practices, etc.

Some quotations:

- "Meeting other members; getting a feel for the membership of ISPSO; what kind of an organisation/community am I a member of?"
- "Meeting members, being introduced to new members, engaging as members in thinking about the association we are part of and the field we work in."
- "Welcome new members, with poster presentation as it was done in Cosfeld. Very Important."
- "A chance to meet and discuss with as many members as possible."

Theme 2 Look at and explore the organization – several sub-themes:

- Look at what the Board reports about recent activities;
- Think about the future of the organization;
- Explore organizational dynamics experientially;
- Explore hidden agendas in the organization (transparency about paper selection, why there is a dearth of candidates for Board positions, etc.);
- Not to do something experiential, which is regarded as "toxic";
- Reflect on ourselves as an organization in the larger scheme of things – give and take with the larger environment.

Some quotations:

- "I want to hear what the Board has done, see and approve the policy and the budget (has not happened yet, but is part of the Bylaws); take my responsibility as a member."

b."The ongoing study and understanding of the dynamics within ISPSO as a professional organisation. In this regard it would be more enriching to organise members day at the last day of the symposium."

c. "A major part of it should be experiential."

d." I generally have little to no interest in engaging with one another in a here-and-now-processing of the experience of membership --- although, regardless of my interest, it often occurs. I would be happy to participate in a day that invites member feedback or contribution to work streams underway by the Board, but not interested in debating or deciding policies, nor do I want to do regional event planning. I would be happy to connect with other members for shared learning purposes on topics of interest."

e."I'd like Members Day to have a strong element of fun. By this I'm thinking about a kind of 'party game' component where there is a task to work on that involves some competitiveness and action and that gets members involved with each other. This could be putting on a 'performance', eg. opera, ballet mime, musical, drama, exhibition etc that picks up an ISPSO theme."

f."I do like to hear publicly what is happening to 'groups' around the world, particularly regional groups/events. ...The public statements helps me get the International nature of our society into my mind."

g."I would like to get an idea of the status quo of the organization in its development & 're-generation' Internally - e.g. who are the members - roots & sprouts of membership base - where are we gaining, where are we losing members, in which professions & regions of the world ? Which ideas & work being developed in which regions of the world in roots & sprouts of ISPSO in the mind? What nourishes our growth? What obstructs our well-being? Externally - which members also part of other organizations? - links to & synergies being developed - cooperation and cross-fertilization on the boundaries of ISPSO body of work - who do we like to dance with?"

h."For those not coming this year: A position paper by the board somewhat akin to above mentioned would be a nice way of communicating with non-present members - live stream of board presentation to membership, Twitter or Blog also options."

Theme 3 Hear and think about our practices – more informative or "academic"

Some quotations:

a."A way to achieve challenge and sharing of expertise might be to employ a speaker(s) from 'outside' not necessarily a psychoanalytic speaker but one (or more) who represent current problems and developments in organisations. I recall an early ISPSO Symposium where Larry Hirschhorn organised a panel of CEO's - that might work."



Free association – doodling
Play or psychoanalysis?
 Now I am full of ideas but none in particular
Generative in different ways
 Use a different side of the brain
I couldn't play, a bit at a distance but moved, engaged
 Very surprised by difference in each group – each with own creativity
Decision to act had meaning – remarkable humanity – tough process
 Trio – intimate, glow; bigger group – anxiety about transitioning, intimacy into something physical
Different contributions of partners
 Missed the conflict – working for resolution
On verge of something rather than engaging
 Still time for conflict
Idea just arose from putting things together
 Commonality of themes – what are roots of what we are doing
How to regenerate selves in order to regenerate others?
 What is it all about yeh yeh?
I'm not yet with the theme
 Next generation – regeneration
How I renew myself as I age.
 Everything I do will outlive me
Loose endings unravelled
 Discovering something about essence
Original indigenous art – sand, dirt, dream, obliterated, re-drawn – important in each of its iterations