



International Society for the Psychoanalytic Study of Organizations

ISPSO 2008 Annual Meeting: Motivation and Meaning at Work

The International Society for the Psychoanalytic Study of Organizations (ISPSO) is pleased to announce that its annual meeting will be held at the Wharton School of the University of Pennsylvania in Philadelphia from June 16 to June 22, 2008. The meeting consists of a series of professional development workshops to be held June 16 to June 19 and a symposium from June 20 to June 22. The theme of the symposium is "Motivation and Meaning at Work." Complete information about the meeting, registration, and lodging can be found at www.isps.org.

The professional development workshops cover a broad range of topics of interest to scholars and practitioners, such as the psychodynamics of executive coaching with Kathleen White, consulting to family businesses with Nancy Drozdow and Barry Dornfeld, and the future search method and effective meetings with Marvin Weisbord and Sandra Janoff.

The annual meeting will feature plenary addresses on topics central to the theme of motivation and meaning. Professor Peter Cappelli of the Wharton School will address participants on the theme of attracting and managing talented workers in an age of uncertainty. President John DeGioia of Georgetown University will talk about meaning and leadership, David Armstrong will discuss "Meaning Found and Meaning Lost: the Boundaries of a Psychoanalytic Study of Organizations," and Elisabeth Henderson will explore the question "would you die for your cause?" Scholars and practitioners will present a total of twenty-seven papers on topics such as "What Makes Traders Trade," "Depersonalized Entitlement among CEOs," "The Archetypical Meaning of Money," and "The Psychodynamics of the Self-destruction of Antioch College."

The symposium will include a dialogue session in which participants will have an opportunity to engage with three presenters over the course of an hour on topics relevant to the symposium theme.

The annual meeting should be of interest to all consultants, academicians, managers, and executives interested in exploring the tacit dimensions of organizational life and the way in which work does or does not create meaning for individuals.

Symposium Schedule

Friday, June 20

Registration	7:00am
Registration continues throughout the day.	
Social Dreaming	7:45am – 8:45am
Introduction	9:00am – 9:30am
Plenary: Meaning Found and Meaning Lost: On the Boundaries of a Psychoanalytic Study of Organizations	9:30am – 11:00am
David Armstrong.	
Coffee Break	11:00am – 11:30am
Parallel Sessions I	11:35am – 12:45pm
Please see the following pages for a description of the parallel sessions.	
Lunch	12:45pm – 1:45pm
Voices from the Outside: The Changing Nature of the Employment Relationship	2:00pm – 2:45pm
Peter Cappelli, George W. Taylor, Professor of Management and Director of the Wharton School's Center for Human Resources.	
Voices from the Outside: Conversation on Motivation, Risk and Leadership in the Hedge Fund Business	2:55pm – 3:40pm
Seth Klarman, President of the Baupost Group.	
Coffee Break	3:40pm – 4:00pm
Parallel Sessions II	4:15pm – 5:30pm
Please see following pages for a description of the parallel sessions.	
Learning from the Day	5:45pm – 6:30pm

Symposium Fees

	Before 4/30	After 4/30
Members:	\$675	\$750
Non-Members:	\$750	\$800
Students:	\$350	\$350

Register online: www.regonline.com/ISPSO2008

Saturday, June 21

Registration	7:00am
Registration continues throughout the day.	
Social Dreaming	7:45am – 8:45am
Plenary: Leadership & Meaning	9:00am – 10:30am
John J. DeGioia, President of Georgetown University.	
Coffee Break	10:40am – 10:50am
Parallel Sessions III	11:05am – 12:15pm
Please see following pages for a description of the parallel sessions.	
Lunch	12:15pm – 1:15pm
Join your Dialogue Session group for lunch.	
Dialogue Sessions	1:30pm – 2:45pm
Coffee Break	2:45pm – 3:05pm
Parallel Sessions IV	3:20pm – 4:30pm
Please see following pages for a description of the parallel sessions.	
Break	4:30pm – 5:00pm
Learning from the Day	5:00pm – 5:45pm

Sunday, June 22

Social Dreaming	7:45am – 8:45am
Plenary: Would you Die for Your Cause?	9:00am – 10:30am
Elisabeth Henderson.	
Coffee Break	10:30am – 11:00am
Parallel Sessions V	11:00am – 12:15pm
Please see following pages for a description of the parallel sessions.	
Reflection on the Symposium	12:30pm – 1:00pm
Lunch	1:00pm

Parallel Sessions I

From Work as a Scene to Work as an Activity: A Psychodynamic Perspective.

Gilles Amado & Dominique Lhuillier (Fr)

Beyond Trauma: The Recovery of Motivation and Meaning in an Italian Jewelry Company.

Louisa Brunner (It)

Myth Busters: Who You Gonna Call? Consulting to Group Myth and the Tasks Associated with Exploring the Illusions.

Jinette deGooijer & Brigid Nossal (Au)

The Archetypal Meaning of Money in the Creation of Identity in Work Life.

Claudia Nagel (Ger)

Exploring Meaning in Coaching.

Halina Brunning (UK)

The psychological meaning of work insecurity among senior executives: Where does containment come from?

Jonathan Smilansky (UK)

Parallel Sessions II

What Makes Traders Trade—and How that is Changing in the Digital Age.

Ken Eisold (USA)

Motivation by Mobilization: Engaging the Workforce in the Postmodern Corporation.

Peter Boback (Ger)

The Double Challenge: Working Through the Tension between Meaning and Motivation in a Large System.

Phillip Boxer (USA)

The Marriage of Wealth to Virtue and Wealth to Product: Mission, Market and Management

John Isaacson (USA)

From Organizational Meaning Through Splitting to Organizational Meaning Through Integration: Healing the Great Divide.

Howard Stein (USA)

The Group at Play.

David Levine (USA)

Parallel Sessions III

Meaning and Nihilism: Psychodynamics of the Self-Destruction of Antioch College.

Howard Schwarz (USA)

Depersonalized Entitlement among CEO's.

William Czander (USA)

Subjective Investment and Identity Dynamics: The Case of R&D Activities.

Cedric Dalmasso & Jean-Claude Sardas (Fr)

Figures of Professional Castration.

Gilles Arnaud & Roland Guinchard (Fr)

Motivation, Meaning, and Resilience.

Marc Maltz (USA)

The Loss of Meaning and Motivation: "Burnout" as Interplay between Personality Style and Organizational Structure.

Mathias Lohmer (Ger)

Parallel Sessions IV

The Principal Contradiction.

Chatham Sullivan & Lynn Langdon (USA)

Before the Surrogate of Motivation: Management and Work in Industrial Whaling at the Time of its Golden Age.

Burkard Sievers (Ger)

The Sterile Organization.

Stanley Gold (Au)

Virtual Healthcare Settings: Constructing Meaning Through Rumor and Electronic Communication.

Laima Serksnyte & Rodney Sappington (USA)

Meaning Making through Narrative.

Terry Martin (UK)

Meaningful Work: the Individual-Organizational Nexus.

Neill Carson (USA)

Parallel Sessions V

Transformation of Meaning in Traumatized Systems: A Case Study.

William Kahn (USA)

The Creative Frame of Mind: New Ideas, New Meanings.

Gordon Lawrence & Susan Long (UK, Au)

"Acheronta Movebo" Motivation and Meaning as Utopia and the Role of the Movie Industry: A Comparison of *Rebel Without a Cause*, *Chaparev*, and *The Matrix*.

Elen Riot (Fr)

The Purpose of Meaning and the Meaning of Purpose: Energizing Organizational Transformation Through Engagement with Source.

Bruce Irvine (UK)

Exploring the Meaning of Work in the Context of Organizational Culture

Lionel Stapley (UK)

Accommodations

Sheraton University City

Limited availability Monday through Wednesday, good availability Thursday through Saturday. Short walk to conference. \$179.00 + tax per night. Call 1-877-459-1146 and mention "ISPSO."

Penn Dorm Rooms

Penn Residence Hall. 4-person suites w. shared suite bathrooms. Short walk to conference. \$65.00 + tax per night, three-night minimum. <https://www.seattletech.com/registrations/index.php?827-10013-i-t>

Holiday Inn Express Midtown

\$114.00 + tax per night. 15-min cab ride to conference. Call 1-800-972-2796 and ask for U. of Pennsylvania rate.

Radisson Plaza Warwick Hotel

\$209.00 + tax per night. Book by May 19. 15-min cab ride to conference. Call 1-800-333-3333 and mention "ISPSO."

Professional Development Workshops

	Monday, June 16	Tuesday, June 17	Wednesday, June 18	Thursday, June 19
8:00am – 9:00am	Social Dreaming Session	Social Dreaming Session	Social Dreaming Session	Social Dreaming Session
9:00am – 9:15am	Coffee/Tea	Coffee/Tea	Coffee/Tea	Coffee/Tea
9:15am - 9:30am	<i>Plenary</i> : Opening of Workshop Sessions	<i>Plenary</i> : Opening of Workshop Sessions	<i>Plenary</i> : Opening of Workshop Sessions	<i>Plenary</i> : Opening of Workshop Sessions
9:30am – 5:00pm	Purpose, Vision, and Values: A Multi-Systemic Approach to Organizational Role Analysis (2-day workshop) Bruce Irvine and Vega Roberts (UK)		An Orientation to Effective Meetings and the Future Search Method Marvin Weisbord and Sandra Janoff (USA)	The Capacity to Think in Collectives in the Workplace: Mobilizing the Collective Knowledge and Thinking Power in Teams and Organizations Martin Ringer (New Zealand)
	The Social Photo-Matrix as a Method for Understanding Organizations in Depth (2-day workshop) Burkard Sievers and Rose Mersky (Germany)		Constructing Organisational Development and Change Intervention Models for Transforming Hierarchies Mannie Sher (UK)	Difference and Indifference: Exploring Meaning, Motivation, and Action in a Polarizing World Nancie Zane, Ellen Tichenor, and members, the Phila Center for Organizational Dynamics (USA)
	Selling Psychoanalytic Consulting Services Kerry Sulkowicz (USA)	Consulting to Family Businesses Nancy Drozdow and Barry Dornfeld (USA)	Messages from Social Dreaming at ISPSO Since the Late 1990's Gordon Lawrence (UK), Susan Long (Australia), Rose Mersky (Germany)	
	Creating an Authorizing Environment for System-Wide Change Malachi O'Connor, Jennifer Tomasik, Lynne Kornblatt, and Steven Merahn (USA)	Master Class on Executive Coaching: A Case-Based, Applied Workshop Kathleen White (USA)		<u>Fee per Day</u> Member: \$325 Non-Member: \$395
5:00pm – 5:30pm	Post Workshop Networking/Social	Post Workshop Networking/Social	Post Workshop Networking/Social	Post Workshop Networking/Social