



# Authority, Partnership and Trust in Groups and Organizations in a Fast-Changing World

OFEK's Annual International Experiential Conference



Ramot, Israel  
February 8-13, 2009



The College of Management  
Academic Studies

MBA Management & Business  
Psychology Program  
[www.freud.co.il](http://www.freud.co.il)



THE TAVISTOCK INSTITUTE  
[www.tavistockinstitute.org](http://www.tavistockinstitute.org)

In association with:

## The Conference and its Objectives

OFEK's upcoming annual, 22nd International Group Relations Conference (GRC) will deal, and provide members with the opportunities to explore and work with the issues of Authority, Partnership and Trust:

- their diverse meanings
- their establishment
- their maintenance
- their interrelatedness and interactions
- their disruption or destruction
- the different levels of discourse they mobilize
- their conscious and unconscious layers
- their overt and covert facets
- the ways in which they manifest in our daily lives as individuals and as members of groups and organizations, and in society at large.

**The conference is experiential.** It is based on the Tavistock Group Relations Conferences (GRCs), which have been conducted all over the world since the 1950s.

**The model for learning is through direct experience.** The conference offers work in groups of various sizes and differing primary tasks, in which members, through observation and direct exercise, can experiment with and learn about their own attitudes and relations to authority, their ways of creating or avoiding partnerships, and the basis of trust they expect from and establish with others.

### **By participation, members can study:**

- the roles they willingly or unwillingly, consciously or unconsciously assume in groups;
- the nature of the relationships of authority and partnership they establish (dependent, collaborative, collusive etc.);
- the ways in which aspects of personal identity, their own and that of others, influence the dynamics of groups, small or large, pre-arranged or spontaneously formed;
- the ways in which stereotypes of nation, race, gender, occupation and other identity dimensions affect the assumption, acceptance of, and resistance to authority, the formation of partnerships, and the feelings of trust and reliability.

## The Tri-partite Structure of this Conference

This year's International Conference will be tri-partite. Besides the two traditional sub-conferences – Sub-conference “A” for first time participants, and Sub-conference “B”, for those who have attended at least one similar conference in the past – this year's program offers, for the second time in OFEK's history, a third Sub-conference, “T” (“training”). In Sub-conference “T”, professionals will learn, through experience and practice, the function of consultation in group and organizational work, based on the Group Relations perspective, as it manifests in the conference. Participation in Sub-conference “T” requires previous attendance of at least two Group Relations Conferences (preferably “A” and “B”).

## Why Attend a Group Relations Conference in Israel?

OFEK, the Israel Association for the Study of Group and Organizational Processes, has conducted annual International GRCs since 1987. Not only does OFEK have a long-standing reputation, and long years of uninterrupted valuable experience, it also offers a singular opportunity in more than one way.

- Israel is by its own definition a Jewish State; still, its population is highly diversified ethnically, religiously, culturally, and racially. A comparable kind of diversification has, in recent years, become an issue in other parts of the world, and is now globally the source of social upheaval and strife, of fierce discussion, of fear, terror and political unrest. Israel's experience, partly highly successful, partly infinitely painful, can thus provide an interesting geographic ground and social context for the exploration of these issues in an International GRC.
- It is the present particular time-juncture that makes attending a GRC in Israel a very special opportunity. Since its inception, in 1948, Israel has been trying to establish and solidify its very right to exist.

Israel is a country fraught with contradictions. On the one hand, it has managed to survive, to thrive, to develop a modern technology, and to build a prosperous “national home for the Jewish people”. On the other hand, both politically and socially, it is a conflicted nation, existing in an unstable, split and splintered socio-political context. World politics often seem to treat the Middle East in general, and Israel in particular, as the “dumping ground” for the world’s “refuse”. It is often here that international and global woes seem to originate. Therefore, psychologically, socially and politically the conference takes place in the “eye of the storm”. Holding a GRC in Israel at the present moment with all its turmoil provides a special opportunity for non-Israelis, together with Israelis, to explore both the local and the global deep suspicion of granting authority and the reluctance to assume it, the shakiness, tentativeness and corruption of partnerships, and the deep wariness and cynicism that make trust and solid alliances a rare occurrence.

**Language** | the working language of the conference is English.

## Conference Management

### **Conference Director and Director of Sub-Conference “A”:**

**Ilana Litvin** | M.A., M.Sc., Clinical Psychologist | Psychotherapist, Organizational Consultant, Executive Coach and Supervisor in private practice, Jerusalem and Tel-Aviv | Chairperson, OFEK | Israel

### **Conference Associate Director and Director of Sub-Conference “B”:**

**Avi Nutkevitch** | Ph.D., Clinical Psychologist, Psychoanalyst, Organizational Consultant | Lecturer, Tel-Aviv University, School for Psychotherapy, The MBA Program, The College of Management, Rishon Le-Zion | Co-Director, The Program in Organizational Consultation and Development | Member and past Chairperson, OFEK | Israel

### **Conference Associate Director and Director of Sub-Conference “T”:**

**Joseph Triest** | Ph.D., Clinical Psychologist and supervisor | Training Analyst (I.P.A.), Organizational Consultant | Triest-Sarig clinic – owner | Lecturer, Tel-Aviv University: Clinical Psychology, Psychotherapy School, General B.A. Program, The Group Facilitators Program | Co-director, The Program in Organizational Consultation and Development | Member, OFEK | Israel

## **Administrators**

**Saliem Khliefi** | B.A., Social Work, the Prison Services | Psychiatric Clinic for Youth and Children - Rambam Hospital | Group Therapist | Organizational Consultant | Member, OFEK | Israel

**Ilana Mishael** | M.Sc., Organizational consultant | Member, OFEK | Israel

## **Staff**

**Moshe Bergstein** | Israel

**Daniella Cohen** | Israel

**Gerard Fromm** | U.S.A.

**Yoram Galli** | Israel

**Yermi Harel** | Israel

**Oren Kaplan** | Israel

**Hanna Marder** | Israel

**Deirdre Moylan** | Ireland/U.K.

**Huseyin Oezdemir** | Germany/Turkey

**Yael Shenhav-Sharoni** | Israel

**Miri Tzadok** | Israel

## The Organizational context: Ownership and Sponsorship

**OFEK** | The present conference, like the twenty-one conferences preceding it, is an integral part of OFEK’s organizational life and raison d’être. Historically, GRCs were the driving force behind the founding and the forming of the organization, and to this day they are a central annual activity.

OFEK – the Israel Association for the Study of Group and Organizational Processes – was founded in 1986. Today it is an organization for the benefit of society, offering a wide range of workshops and conferences that help disseminate the Group Relations approach and method, and apply it to the Israeli context.

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

## Sponsorship

**The MBA Management & Business Psychology Program – the College of Management in Rishon Le-Zion** – grants a master's degree in business administration. The program provides psychological understanding, aimed at equipping the modern manager with up-to-date knowledge and managerial skills in various spheres, with emphasis on the psychological aspects of organizational life. The program is professionally affiliated to OFEK, and has contributed financially toward the international and Israeli GRCs.

**Homepage:** [www.freud.co.il](http://www.freud.co.il)

**The London Tavistock Institute** – The Tavistock Institute of Human Relations devised, developed and publicized around the world and in Israel an experiential, hands-on method of learning, as well as models of Group Relations. Tavistock is an independent, nonprofit organization that, since the 1950s, has dedicated its efforts to action research, field studies, consultation and professional training in management and administration. It fosters an interdisciplinary approach, combining theory and application. Its mission is to assist people in management and leadership positions to deal with issues of change, creativity and the forging of organizational policy. The Tavistock Institute has been a sponsoring organization since OFEK's inception. The sponsorship is a professional association.

**Website:** [www.tavistockinstitute.org](http://www.tavistockinstitute.org)

## Registration: When? Where? How?

**Venue** | The conference will take place at the Ramot Resort Hotel, a safe, quiet, serene and pastoral place, overlooking the Sea of Galilee. The hotel will provide full board conditions. Members and staff will reside and work in the hotel.

**Dates** | The Conference will begin on Sunday, February 8th, 2009, at 13:30, and end on Friday, February 13th, 2009, at 12:15.

**Conference Fees** | The fees for the conference are as follows:

**Hotel fees** | Private accommodations: 3400 NIS  
Double occupancy: 2300 NIS

**Tuition fees** | For "A" & "B" members: 2700 NIS  
For "T" members: 3000 NIS

**Early registration reduction** | Applicants registering by Sunday, December 21st, 2008 will receive a 350 NIS reduction in tuition fees.

Payment can be made in either shekels or foreign currency according to the exchange rate on the day of payment.

A registration fee of \$75/ €50 / 200 NIS must accompany the completed Registration Form. This sum is included in the conference fees and is non-refundable (unless the conference is overbooked). The last day of registration is Sunday, February 1st, 2009.

**Information and Registration** | For further details about the conference please contact Mr. Roni Gerbi, our pre-conference administrator.  
E-mail: [ofek-opg@actcom.co.il](mailto:ofek-opg@actcom.co.il)  
Tel: 972-9-9581515, or, 972-50-5640022

**Checks for registration and participation should be made out to OFEK and sent to OFEK, The international Conference 2009**  
P.O.B. 17157, Tel Aviv, 61171  
ISRAEL

The last day of registration is Sunday, February 1st, 2009.