

IfSi

forum international de l'innovation sociale
international forum for social innovation
foro internacional para la innovación social

trans
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action
2010



The Annual International Working Conference
Nice (La Colle-sur-Loup), France
23 - 30 March 2010

Transforma^{ct}ion[®]

33rd International Working Conference

Nice (La Colle sur Loup), France,
23 - 30 March 2010

forum international de l'innovation sociale
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(post)mail on request or in visiting:

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How do you exercise leadership in your organization?

Would you like to liberate your creativity and efficiency?

**Do you want to develop
your authority as a manager?**

Are you willing to explore your contribution to your own difficulties?

**Are you ready to learn how to improve
your own and others' team work ?**

**Do you want to better understand the many latent processes that occur in
your institutions and in human systems in general?**

**Are you ready to explore and transform the roles
that you take within them?**

**Would you like to discover how you can initiate, contribute to, and lead the transformation of the
organizations in which you participate?**

All these issues, and others, emerging from our lives in our professional organisations are central themes of the international annual working conference

TransformaCtion®

This conference provides a frame and space for work designed to highlight the lived experience, to learn from it and to give you opportunities:

to explore

the nature of the roles that you take in the institutions of which you are or have been a part

to understand

why you take these roles

to initiate

the transformation of these roles during the course of the conference

to reinforce

your capacity to take authority in your roles

and thus to prepare

the transformation of your roles and thereby your institutions.

The enrolment in the Transformation Conference is considered to be the first act of authority and transformation that you take in this conference.

Primary task of the Conference

The Conference is designed in order to provide members with opportunities

to transform through experience the way they practice authority, leadership and management within the Conference taken as an institutional system.

This definition of the primary task enables all participants (members and staff) to discern what is relevant for the work of the Conference from that which is outside of the conference work.

Thus, the conference members will have the opportunity to explore the basis of the roles they take in their institution(s):

- the roles they might repeat – sometimes without knowing it.
- the differences between the way they desire to take their roles, the roles that others expect them to take and the roles that they take in reality.

- the way in which they take their authority within the systems in which they work from whatever formal role they may have.

- their capacity for leadership and how this develops within the conference in relationship with other participants (members and staff).

- their understanding of what management is through learning about the nature of conscious and unconscious processes that exist in institutions and human systems.

Participants will also be able to reflect on subjects such as team-work, consequences of diversity (languages, gender, citizenship, age, cultures, etc) and the quest for individual and collective creativity.

Through these explorations, participants will be able to experience within the conference the transformation of their roles as well as the consequences of this process.

Indeed, the conference is designed in order to favour **a permanent back and forth between experience, learning and transformation of the roles** within the various events. We call this process TransformaCtion®.

From the transformation of their roles, the conference members will also be able to explore the transformation of organisations in general and reflect on the transformation of their own working organisation.

Thus, the exploration of the political, psychic, and also spiritual dynamics in organisations will lead the conference members to transform the way they exercise their responsibilities in their working institutions.

In doing so, they will renew their capacity of being co-authors of these organisations.

This year, the Conference is intended for two categories of membership:

- the **Access Sub-Conference** is for those who participate for the first time in this type of Conference or would like to renew the experience;
- the **Application Sub-Conference** is for those who have attended this type of Conference in the past at least twice and wish to explore issues linked to the work as a consultant in an institutional context.

Methodology

The Conference is viewed as a temporary institution of TransformaCtion® which begins on Tuesday March 23, 2010 at 13.45 and ends on Tuesday March 30 , 2010 at 13.00. It offers the possibility of learning through direct experience.

The Conference is *open* in that it does not prescribe what one must learn; the pedagogical method focuses on learning from experience and interpreting it as it occurs. What each member learns belongs to her/him. In fact, each member is invited to use her/his own authority to experiment and evaluate what for them is or is not relevant learning.

This approach highlights how each system (taken as a whole) has the potential of developing a conscious as well as an unconscious life. Work in the Conference focuses on groups as systems and not on the individuals that constitute them.

Conference Structure

Each kind of session has a specific primary task that is congruent with the one of the conference

I. Common events

Plenary Sessions (SP): to reflect on expectations and/or experiences lived in the Conference as a whole.

TransformaCtion® Study Groups (GET):

- for the members of the Access sub-conference: to reflect on their lived experience of their roles within the Conference in order to prepare the transformation of their roles, relationships, and systems, first of all during the Conference, and then back in their own institutions.
- for the members of the Application sub-conference: to exercise the role of consultant.

Institutional System Event (SI): to explore the nature of the relations between members and management (which will be constituted by part of the staff.) The Institutional System Event will start and close with a plenary session.

II. Events for each sub-conference

II. 1. Access Sub-Conference:

Social Micro Systems (MISS): to explore the experience lived in the micro system.

Social Macro System (MASS): to explore the nature of the experience lived in the macro system.

Inter-System Event (IS): to study the relationships between systems formed by members of the Access Sub-Conference. The Inter-System Event starts with a plenary session.

II.2. Application Sub-Conference:

The aim of this sub-conference is to give members an opportunity to explore issues linked to the role as a consultant in an organisational context. It also provides a space for members to experience being in a median position, namely having to manage accountability and various other issues in relation to the other two sub-systems (the staff and the members of the Access sub-conference). They will have several meetings as a sub-system in order to reflect on these stakes.

Participation in the Application sub-conference implies that the member has taken part in at least two other residential working conferences organised by IFSI or by similar organisations in other countries. The number of members in the Application sub-conference depends on the number of members of the Access sub-conference. If necessary, the Directorate may select applicants.

Plenary Sessions – SP(A): at the beginning of the Conference, to explore what membership in the Application Sub-Conference implies; towards

the end of the Conference, to review the experiences of the various roles that members have taken up, and to reflect upon the professional application of their learning to post-conference situations.

Social Systems (SYS): to explore the experience lived in the system.

Consultant Preparation Groups (GPC): to prepare themselves for their work as GET consultants•

Authorisation to Work Event (SAT): to meet the staff and to receive a mandate to do the work of consultant in the GETs.

Social Sensing Matrix (MRS): to explore dreams, reveries, feelings, free associations and physical sensations and link them with the experiences and other insights from the Conference.

ApplicaCtion Event (SA): to let go of the members' assumptions about working as consultant in order to explore and perhaps implement innovative alternatives in relation to the Access sub-Conference.

	Mardi Tuesday Martes 23	Mercredi Wednesday Miércoles 24	Jeudi Thursday Jueves 25	Vendredi Friday Viernes 26	Samedi Saturday Sábado 27	Dimanche Sunday Domingo 28	Lundi Monday Lunes 29	Mardi Tuesday Martes 30
9.00 – 10.00		MISS MRS	MISS MRS	MISS MRS	MISS SYS		MASS GPC	SP
10.30 – 11.30		MASS GPC	MASS GPC	MASS GPC	MASS GPC	MISS MRS	SI	GET
12.00 – 13.00		IS(P) SA(P)	GET	MISS SYS	MASS	MASS GPC	SI(P)	GET
Déjeuner Lunch	13.45 – 14.45 SP							
15.00 – 16.00	MASS SP(A)	IS SA	SI(P)		SI	SI	GET	
16.30 – 17.30	MASS SYS	IS SA	SI	SI	GET	SI	SP	
18.00 – 19.00	MISS GPC	IS SA	SI	SI		GET	GET	
Dîner Dinner								
20.30 – 21.30	MISS	SAT	SYS	SI			SP(A)	

SEANCES COMMUNES COMMON EVENTS EVENTOS COMUNES	SP	Séance plénière	Plenary	Sesión Plenaria
	GET	Grouped'Etude de la TransformaCtion	TransformaCtion Study Group	Grupo de Estudio de TransformaCtion
	SI (P)	Système institutionnel (plénière)	Institutional System event (plenary)	Sistema Institucional (plenaria)
	SI	Système institutionnel	Institutional System event	Sistema Institucional

SOUS-SEMINAIREOUVERTURE ACCESS SUB-CONFERENCE SUB-SEMINARIO DE APERTURA	MASS	Macro Système Social	Social Macro System	Macro Sistema Social
	MISS	Micro Système Social	Social Micro System	Micro Sistema Social
	SIS (P)	Séance inter systèmes (plénière)	Inter-System Event (plenary)	Sesiones Inter-Sistemas (plenaria)
	SIS	Séance inter systèmes	Inter-System Event	Sesiones Inter-Sistemas

SOUS-SEMINAIRE D'APPLICATION APPLICATION SUB-CONFERENCE SUB-SEMINARIO DE APLICACION	SP (A)	Séance Plénière Spécifique	Specific Plenary Session	Sesión Plenaria Especifica
	SYS	Système Social	Social System	Sistema Social
	GPC	Groupe de Préparation des Consultants	Consultants Preparation Group	Grupo de Preparación de Consultores
	MRS	Matrice du Ressenti Social	Social Sensing Matrix	Matriz de Sensaciones Sociales
	SA (P)	Séance Application (plénière)	Application Event (plenary)	Evento Application (plenaria)
	SA	Séance Application	Application Event	Evento Application
	SAT	Séance d'Autorisation de Travail	Authorization to work event	Evento de Autorización de Trabajo

The role of the staff

The staff takes two roles in the Conference.

Firstly, they act collectively as **management** of the Conference. They thus take on the responsibility for holding and managing the boundaries of the Conference so that members can engage in the different events and work on the primary task. The Resource Coordinators of the Conference are, of course, an active part of this shared management. The delegation of roles and responsibilities within the staff is open to exploration. In certain events, and under certain conditions, management will also be conducted in public and shared with members.

Secondly, staff members intervene as **consultants** during the working events. In this role, they offer their own perception and lived experience of events as they occur during the sessions in order to encourage members to do the same and thus to develop their learning about *TransformaCtion*®.

Staff members also have their own meetings, to exchange and to optimise the resources offered to members in the pursuit of their work.

Languages used during the conference

Due to the international nature of this Conference, three languages will be used: French, English, and Spanish (Castilian). Staff members will work in one or several of these languages. The use of other languages is open to exploration.

Management et staff du séminaire

*Conference Director,
Director of Access Sub-Conference*

Louise Edberg

Psychologist, International Development Director, Falck Healthcare, Sweden. Member of IFSI Orientation Committee, France. Member of AGSLO, Sweden. Executive Board Director, Employee Assistance European Forum (EAEF), Europe.^{1, 2}

*Conference Associate Director,
Director of Application
Sub-Conference*

Jean-François Millat

Membre (et Président jusqu'en 2006) du IFSI ; membre de l'IAGP ; consultant de Praxis International ; précédemment responsable RH dans les groupes EDF et Gaz de France, Paris, France.^{1, 2}

*Pre-Conference Coordinator
Resources Coordinators*

Michaël Gutmann

Consultant en management et en processus de groupe (Praxis International), membre du bureau et du comité d'orientation d'IFSI, doctorant en histoire des relations internationales, étudiant du programme Leading Consultation, Paris, France.¹

Régis Maurier

IFSI (International Forum for Social Innovation) General Secretary, Short & Mid Term Load Forecast Team Manager, EDF R&D, France, certified in Institutional Transformation (Leading Consultation Programme).

1- Member, Praxis International Network.

2- International faculty member, 4th programme **Leading Consultation**, January 2009 - June 2010 (University of Bath, UK, et IFSI) leading to M.Phil. and Ph.D.

The Conference Managers-Consultants will be selected from among the following:

Kari Anttila

Member of IFSI Orientation Committee. Master of Education, Organizational Consultant, Certified Consultant in Institutional Transformation (Leading Consultation 2 – IFSI), CEO Kehityspiikki Consulting Ltd, Finland., Founder member of SolnFin (Social Innovations Finland).

Jan Baker

Organizational Consultant, Psychotherapist and Supervisor. Tutor, Masters programmes in Psychodynamic Counselling, Birkbeck College, University of London, UK and past Director of the Birkbeck Group Relations Conferences. Associate member of the Organization for the Psychoanalytic Understanding of Society (OPUS) and member of ISPSO – the International Society for the Psychoanalytic Study of Organizations.

Chiraz Ben Messaoud

MBA (Deusto University), Training & Development Manager Amgen Europe, Breda (Netherlands). Member of IFSI.

Maiky Diaz Perez

Profesora de la Facultad de Psicología y Directora de Recursos Humanos de la Universidad de La Habana. Doctora en Ciencias Psicológicas (Ph.D.) y Máster en Gestión de Recursos Humanos (M.Phil.). Coordinadora de la Maestría de Psicología Laboral de las Organizaciones. Presidenta de la Sección InterCreAcción de la Sociedad Cubana de Psicología. Miembro de IFSI.

Louise Edberg

Zahid Hoosein Gangjee

B.Sc. Psych. Hons., M.Sc. Applied Psych. (Calcutta University), Fellow (IIM, Ahmedabad), Chief Executive, Zahid Gangjee & Associates, Organisation and H.R. Consultancy, Kolkata, India.

Maria Giovanna Garuti

Partner ISMO, formatrice et consultante depuis le 1975 chez plusieurs institutions privées et publiques, responsable du Master formation formateur ISMO-IULM (Université privé), membre permanent du réseau Praxis International, Milano, Italie.

Rosa Goldfarb

Presidenta de InnovAcción. Miembro de IFSI-FIIS. Consultora certificada en Transformación Institucional (Programa de Leading Consultation de IFSI-FIIS). Licenciada en Psicología. Psicoterapeuta. Miembro de la Asociación de Psicoterapia Psicoanalítica y de la Asociación Peruana de Psicoterapia Psicoanalítica de Niños y Adolescentes. Terapeuta de pareja y familia. Miembro de la Asociación Internacional de Psicoanálisis de Pareja y Familia. Master en Educación, Lima, Peru.

Michaël Gutmann

Philippe Lawson

Membre du Comité d'Orientation d'IFSI. Directeur de la Galerie Philippe Lawson et de Otherness *Art & Transformational mediation* ; Paris, France. Consultant de Praxis International. Certifié en Transformation Institutionnelle (Leading Consultation 2). Certifié CT Coach & Team®, Vincent Lenhardt ; Paris, France.

Judy Levy

Ph.D., Senior Teacher, Department of English, Hebrew University of Jerusalem; faculty, MBA Program in Business Psychology, College of Management, Rishon Letzion; organizational consultant and executive coach; member OFEK, Israel; ISPSO.

Gilbert Malbrouck

Conseiller de synthèse AGM Luxembourg ; Administrateur trésorier de MATRIS, Matrice pour la Transformation des Rôles et l'Innovation Sociale, Liège, Belgique ; Membre du Comité de Réflexion de Praxis International, Paris, France ; Consultant certifié en Transformation Institutionnelle (Leading Consultation I, FIIS-IFSI).

Régis Maurier**Jean-François Millat****Christopher Rodriguez**

Special Assistant, Brooklyn Integrated Service Center, New York City Department of Education; Educational and Training Consultant; Master's Candidate in Public Health, School of Public Health, University of California Los Angeles; Bachelor of Arts and Sciences, College of Arts and Sciences, Cornell University; Board Member, National Association of Hispanic Healthcare Executives; Associate, The New York Center for the Study of Groups and Social Systems, Associate, A.K. Rice Institute for the Study of Social Systems.

Jona Rosenfeld

Ph.D., Gordon Brown Professor of Social Work (emeritus), Paul Baerwald School of Social Work and Social Welfare, The Hebrew University of Jerusalem; Senior Adviser, Unit for Learning from Success and Ongoing Learning in the Human Services, Myers-JDC Brookdale Institute and Ashalim; Member, Besod Siach, IFSI, OFEK, SoL Israel.

Before and after the Conference

The Conference Director is accompanied by an Adviser in Leadership. During the preparation and debriefing, this role is taken by :

David Gutmann

Vice-Président délégué du Forum International de l'Innovation Sociale; Visiting Professor, Université de Hull, The Business School, Royaume-Uni et Directeur de Leading Consultation; External Professor, Université de Glamorgan, Pontypridd, Royaume Uni ; Président - Directeur général de Praxis International • Conseillers de Synthèse • Advisers in Leadership; President Elect, the International Association for Group Psychotherapy and Group Processes (IAGP) and past Chairman of the Organisational Consultancy Section; Maître de Conférences à l'Ecole Nationale d'Administration ; Paris, France.

The International Forum for Social Innovation (IFSI)

IFSI has given itself the task of facilitating social innovation and thus of contributing to the institutional transformation of organisations: public or private companies, public administration, associations, teaching or educational institutions, whether religious or secular.

IFSI continues the Group Relations tradition founded, amongst others, by W.R. Bion, Isabelle Menzies, A.K. Rice and P. Turquet and inspired by Open Systems and Psychoanalytic theories. IFSI adds to this the societal dimension and the approach known as *Institutional Transformation* (IT) that is the fruit of its work with economic, political and social milieus.

Since 1978, IFSI has organized in France an annual international working conference on the international of *Authority, Leadership and Transformation*. In 2005, it became the

TransformaCtion[®] conference. Over many years, IFSI has also been developing and conducting conferences in many different countries, in partnership with universities and other organisations, on similar and complementary themes.

Since 2001, it has been running, in partnership with the Business School, University of Glamorgan (UK), then with the University of Hull (UK) and now with the University of Bath, a training programme for managers and consultants: *Leading Consultation* (M. Phil, Ph.D.)

In January 2004, IFSI developed a new international annual conference on the theme of Femininity, Leadership, Authority and Masculinity: the F.L.A.M.

Further information about IFSI or the TransformaCtion[®] conference can be accessed on www.ifsi-fiis-conferences.com.

Administrative information

Dates

The conference starts on Tuesday, March 23, 2010 at 13:45; and ends at 13:00 on Tuesday, March 30, 2010.

Location

The Conference is residential. It will be held near Nice at the:
Belambra-vvf clubs
Résidence de la Bergerie
06 480 La Colle sur Loup

Conference fee

- 3300 €H.T. for each institutional participant (companies, public or “parapublic” organizations, administrations, associations...).
- 2400 €H.T. for each individual participant (independent consultants, free lance, individuals...).

The VAT rate is 19.6%. In accordance with the European law, it may be reduced depending on member’s place of residence and other particular conditions. This fee includes enrolment, food, and lodging in a single room.

IFSI annual membership fee for 2010 (€60, no VAT) must be added if it has not already been paid.

Bursaries

A very limited number of bursaries may exceptionally be available to cover part of the application fees for those who, for personal or professional reasons, may not be able to pay it entirely. Bursaries are funded by IFSI. Please, contact us.

Application Form

It should be signed and sent in order to confirm the registration. It will be accompanied by a payment of €1460 which corresponds to the IFSI annual membership fees for 2010 of €60 plus a booking fee of €1400 (VAT included). The entire registration fees for the conference must be paid before February 22, 2010. Participants will then receive practical information about accommodation and how to get to the Conference venue.

Cancellation

In case of cancellation after February 1, 2010, the booking fee cannot be returned, except due to over-subscription or for other reasons (e.g., bursaries, etc) the application cannot be accepted. In case of withdrawal after February 22, 2010, the total registration fee is owed to IFSI.

Method of payment

All payments must be made in Euro (€):

- by cheque made payable to: "FORUM INTERNATIONAL DE L'INNOVATION SOCIALE"
- by credit card VISA
- by bank transfer free for the payee:
 - IBAN - International Bank account Number : FR76 3006 6100 4100 0106 1180 188
 - BIC (SWIFT) : CMCIFRPP
 - CIC Paris, 2 Bd Raspail, 75007 Paris, France.

For participants whose residence is in France, this Conference can also be subsidised by employers in accordance with French law on continuing education.

All inquiries may be addressed to:

**Louise Edberg,
Conference Director**

**Jean-Francois Millat,
Associate Conference Director**

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