

**International Experiential Workshop**

# **Thinking, Leadership and Groups**

**Belgrade**  
**24<sup>th</sup> - 26<sup>th</sup> April 2015**



**Convenors**

**Martin Ringer and Marina Mojović**

Organized by:



**Group Analytic Society-Belgrade**  
**Psycho-Social Section**



**Consulting-Art Belgrade**

## About the workshop: “Thinking, Leadership and Groups”



**Conference and workshop series:** Psycho-Social Section of the Group Analytic Society–Belgrade in cooperation with Consulting-Art Belgrade continue with their program of international, regional and local conferences and workshops for development of group-analytic and systems-psychodynamic dialogues on psycho-social theories and practices. In the search for improvement of models and strategies for a variety of **organizational and citizenship learning**, their sustainability, local ownership, and meaning, learning about **leadership and facilitation in groups, organizations and societies** has a significant place.

**The purpose of this workshop** is to explore the nexus between thinking, group-level phenomena and leadership.

All collective efforts whether in organizations and institutions or in wider society, involve mobilizing the collective knowledge and intelligence of those involved so as to coordinate actions that help achieve the collective goal(s). This involves (1) the capacity of individuals to access their knowledge and activate their capacity for thinking in the context of a group; (2) the willingness and ability for the group to collaborate towards a shared goal and (3) some form of leadership, facilitation or guidance of that collective effort.

Thinking in individuals is viewed as an embodied process (Damasio 2000, 2003) where thought is also an ‘internal conversation’ (Stacey 2003) where the mechanisms of thought are beyond reach of conscious awareness or control. The participant’s perception (mental representation) of the group has a major impact on his/her capacity to think and to feel. Furthermore, participants’ phantasies about group life strongly affect the nature of communicative interaction (Gordon 2001) that makes individuals’ knowledge and intelligence available to the collective. These phantasies include fears of loss of personal boundaries as well as societal views of groups, such as the role of large group dynamics in warfare.

The willingness and ability for the group to collaborate is mediated by the group climate and participants' view of the group as being adequately purposeful, safe, secure and responsive.

Hence, leadership and facilitation of groups where thinking is valued calls for a finesse that both enables the group to draw out its own capacity and at the same time helps to build, utilize and maintain a high quality thinking space. Phenomena working against the effective mobilization of leadership include the fear of totalitarian modes that mobilize groups in the service of destruction.

This workshop will explore each of these domains and the interrelationships between them. That is, the conditions in groups and teams that are required for participants to be able to think, feel and access their knowledge and intelligence; the conditions that promote group-level collaboration and thinking-together; and the forms of leadership and facilitation that are necessary for the emergence of effective individual and collective functioning. ***“Thinking space”*** (Ringer, 2007) is used as a unifying conceptual framework.

The core elements thinking spaces are proposed as: Shared clarity of purpose; emotionally and psychologically mature functioning on the part of key players; a psychologically safe group climate; and shared responsibility for building, maintaining and utilizing the thinking space. Many influences on thinking in collectives occur as unconscious processes and so developing healthy thinking spaces requires that attention be paid to symbolic, non-rational and intuitive patterns in teams and organizations.



# Workshop Program



## PROGRAMME DAY 1

Day 1	Time	Session
Friday, 23 <sup>th</sup> April afternoon	15.00 – 15.50	Registration
	16.00 -16.30	Introduction to the Workshop
	16.30 – 17:30	Seminar on Thinking Spaces – And thinking together for a purpose....
	17:30 - 17.45	Coffee break
	17.45 – 19.45	Case Study as Application of Thinking Spaces
	19.45 – 20.00	Coffee break
	20.00 – 21.00	Whole -group integration
	21.00	Refreshments



## PROGRAMME DAY 2

Day 2	Time	session
<b>Saturday, 24th April Whole day</b>	<b>10.00 -10.45</b>	<b>Overnight reflections and emergent thoughts</b>
	<b>10.45 – 11.00</b>	<b>Coffee break</b>
	<b>11.00 – 12.00</b>	<b>Seminar on leadership, thinking spaces, immersion in groups and ambivalence</b>
	<b>12.00 – 12.15</b>	<b>Coffee break</b>
	<b>12.15 – 14.15</b>	<b>Simulation including application of Bridger’s ‘double task’ where the substantive topic is ‘how to develop ways of introducing the thinking spaces framework into our work places.’</b>
	<b>14.15 – 15.15</b>	<b>Lunch (large break)</b>
	<b>15.15 – 17.15</b>	<b>Case study or studies</b>
	<b>17.15 - 17.45</b>	<b>Middle break (30 min)</b>
	<b>17.45 -19.00</b>	<b>Whole-group integration</b>
	<b>19.00</b>	<b>End of the Day - Coctail Party with guests invited by participants</b>



## PROGRAMME DAY 3

Day 3	Time	session
<b>Sunday, 25th April, morning</b>	10.00 – 10.45	<b>Overnight reflections and emergent thoughts</b>
	10.45 -11.00	<b>Coffee break</b>
	11.00 – 12.30	<b>Simulation on Group-Leadership-Ambivalence</b>
	12.30 – 12.45	<b>Small break</b>
	12.45 – 14.15	<b>Application group(s)</b>
	14.15 – 14.30	<b>Coffee break</b>
	14.30 – 16.00	<b>Whole –group integration and Closing</b>
	After 16.00	<b>Time for Goodbys with Refreshment</b>

**Workshop languages** are English and Serbian. **Reading literature**, and eventual small changes in program, will be sent to registered participants before the workshop.



## Convenors



**Martin Ringer** BE (Hons), M.Ed, is a member of International Society for Psychoanalytic Studies of Organizations and fellow of the Royal Society for Arts, Manufacture and Commerce. He has applied principles derived from experiential learning, group dynamics and systems-psychodynamic in his work for many years and has evolved the thinking spaces framework through a gradual process of discovery, largely through working as an organizational consultant with not-for-profit and corporate clients. Martin has worked and presented workshops and talks in over 20 different countries and his work is widely published. See [www.groupinstitute.com](http://www.groupinstitute.com) for more information.



**Marina Mojović** MA, MD, psychiatrist, psychoanalytic psychotherapist, group analyst, organizational consultant in Serbia. She is a full member of the Group Analytic Society International, of the International Association for Group Psychotherapy and Group Processes, of the European Society of Psychoanalytic Psychotherapy, the International Society for Psychoanalytic Studies of Organizations, and the Organization for Promoting Understanding of Society. In Group Analytic Society-Belgrade she is a training group analyst, supervisor and the founder of its Section and Training in '*Psychoanalytic and Group Analytic Approach to Understanding Institutions, Organizations and Society*'. She develops the Serbian Reflective Citizens Project, and other projects of exploring the Social Unconscious in Serbia and abroad.

## Registration Fees in Euro

	Before 20 <sup>th</sup> March	Before 15 <sup>th</sup> April	After 15 <sup>th</sup> April
<b>Trainees GAS-Belgrade</b>	<b>130</b>	<b>150</b>	<b>170</b>
<b>GAS-Belgrade members</b>	<b>140</b>	<b>160</b>	<b>180</b>
<b>GAS-international, IAGP ISPSO, OPUS members</b>	<b>160</b>	<b>180</b>	<b>190</b>
<b>Others</b>	<b>180</b>	<b>200</b>	<b>220</b>

**Included into the fee:** certificate of attendance, refreshment, coctel and lunch.

**All questions** regarding registration, fees & payment should be directed to office [consultingartbeograd@gmail.com](mailto:consultingartbeograd@gmail.com) or to Marina Mojović [dr.marinamojovic@gmail.com](mailto:dr.marinamojovic@gmail.com)  
mob. +381 (0) 63 77 87 642

**Accommodation** for participants from other towns or countries apart from advises for hotels, and apartments, can also be organized for free (if enough in advance).

**Venue:** Consulting-Art doo. Belgrade, Banovo Brdo, [115 Petra Lekovića Street](#)

**Venue photos:** <http://www.flickr.com/photos/belgrade-conference-june-2013/sets/72157633097384770/show/>

