



Universiteit Utrecht

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Print: Xerox

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* Executive education in Law, Economics and Governance at Utrecht University contributes to the sustainable employability and inspiration of highly-educated professionals. The degree programmes we offer are characterized by a multidisciplinary approach, the best lecturers from the university and the business community, target-audience oriented teaching programmes, a small-scale learning environment, interaction with top-level researchers and the creation of relevant networks.

For more information about our studies www.uu.nl/rebo/executive

Executive education*

Law, Economics
and Governance

Exploring the 'Organisation-in-the-Mind'

Working conference for professionals

*'Working beneath
the surface'*

‘People work in organisations, but how do organisations work within people?’

‘Organisations are people behaving’

DESCRIPTION

The working conference is based on two guiding assumptions.

First, that to enter any organisation is to take part in a mental world, of feeling, thought, imagination and belief, which goes on both consciously and unconsciously and influences all that we decide to do as managers, leaders, professionals, employees, counsellors, consultants or trainers.

Second, that this mental world, if we are able to hold it in reflection, is a powerful source of organisational intelligence, that can help us better understand the dilemmas, challenges, and tensions of organisational life.

The term ‘organisation-in-the-mind’ is used to capture this sense of a mental world that we both live in and that lives in us: a resource for learning, understanding, and giving meaning to what is happening in the organisation and in ourselves, as we take up roles within it.

The working conference is highly interactive and designed to provide opportunities for members to examine and test these assumptions against their current experiences in their working roles and to rehearse implications for their own practice.

The working conference is part of the executive programme *Inside Dynamics in Organisations* and is also open for external applicants.

WHO SHOULD ATTEND

We especially invite managers, consultants, coaches, trainers/teachers, counsellors, organizational- and management development consultants, career advisors and others with accompanying tasks.

Staff *



Martha Mens M MPC

Psychologist, senior consultant, Ministry of the Interior and Kingdom Relations, staff member executive programme Inside Dynamics in Organisations, Utrecht University School of Governance.



Petros Oratis BSc

Executive & Team Coach, Psychosocial Researcher, Doctoral Candidate at Tavistock Center, Co-Founder of The Lateral Space and staff member executive programme Inside Dynamics in Organisations, Utrecht University School of Governance.



Martijn van der Spek M BSc

Assistant professor, senior organizational consultant, coach/trainer and programme leader executive programme Inside Dynamics in Organisations, Utrecht University School of Governance.

*The number of consultants present will be adapted to the number of members.

FACTSHEET

Working conference Exploring the 'Organisation-in-the-Mind'

IN ESSENCE



This working conference is designed to provide opportunities for members to explore the 'Organisation-in-the-Mind'.

DATES



Check the current dates on our website www.uu.nl/rebo/executive

WHO SHOULD ATTEND



Managers, consultants, coaches, trainers/teachers, counsellors, organizational- and management development consultants, career advisors and others with accompanying tasks.

STUDY LOAD



The working conference includes a blend of in-class activities. Tip: check out literature suggestions.

LITERATURE SUGGESTIONS



Some articles will be provided, further reading f.i.: Armstrong, D. (2005) Organization in the mind: Psychoanalysis, group relations and organizational consultancy. London: Karnac.

LOCATION



Venue in the center of The Netherlands. With their participation conference staff and members commit to adhere to the health/ COVID-19 measures of the National Institute for Public Health and the Environment (RIVM).

REGISTRATION



For registration please fill-out the online registration form, www.uu.nl/rebo/executive
For more information, T: +3130 2539382,
E: executiveonderwijs.rebo@uu.nl

TUITION



EUR 1.600,- (tax free). This includes accommodation, class materials, food and refreshments.

DURATION



Three day residential programme.

CERTIFICATE



Candidates who successfully complete the programme will be awarded a certificate.

Main events during the working conference



THE WORKSHOP IS DESIGNED AROUND A SEQUENCE OF FIVE MAIN EVENTS*:

1 Exploring personal perspectives at work: personal reflection

The aim is to examine the links between your personal experiences at work and the organisational contexts in which you are working.

The event takes place in small groups with staff as consultants. A method of working will be introduced at the start of the first session.

2 Analysing roles in context: role analysis

The aim is to analyse the internal and external dynamics that are influencing and shaping your role(s) at work.

Members work in small groups with staff as consultants. The method involves members working with material from their current practice in or with organisations.

3 Approaching coaching and consulting in context: exploring differences

The aim is to explore the significance of differences in members' approach to coaching and consulting in an organisation.

The method involves members forming sub-groups amongst themselves and interacting with others to understand and question these differences and their meaning.

4 Dreaming, associating and mirroring: working with images

In this event, which takes place in plenary, the focus is on sharing and working with dream fragments, images and associations offered by participants at the time. The aim is to explore the links between these 'mental residues' and the issues and themes arising in the working conference.

Note: The word 'mirroring' is used here to convey the idea that the images and feelings one person holds in mind gain recognition and gather meaning through the reflections held by another or by others, in context.

5 Developing practice: review and planning

The aim is for members to review their learning during the working conference; what it has brought into focus for them in respect of their own understanding and practice; and to identify areas for further development; planning and action. A method of working will be proposed by staff at the opening of the event.

In addition to these events there are two plenary sessions at the beginning and end of the working conference. During the opening plenary, staff will introduce the programme for the working conference as a whole, and present a short overview of 'organisation-in-the-mind' as a resource for understanding, learning and acting. The concluding plenary is an opportunity to review and reflect on experiences during the working conference as a whole and their relevance.

There is another whole group session at the end of the second day, which offers opportunities for reflection on the day's experience and for further discussion around concepts and methods.

* Original design of this working conference in collaboration with David Armstrong, Senior organisational consultant, Associate consultant at Tavistock Consulting (UK), distinguished member of The International Society for the Psychoanalytic Study of Organisations.

FOR MORE INFORMATION AND APPLICATION

Please contact:
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