



#AI AUTHORITY &
INTERSECTIONALITY:
CREATIVITY@WORK

**An Experiential Conference
in the Tavistock Tradition**

THE CONNORS CENTER – DOVER, MA
JANUARY 18TH-22ND, 2023

DEAR PROSPECTIVE MEMBER

A headline becomes national or global news overnight. Stakeholder opinions divide and factions rise. Pithy hashtags trend, shaping and reshaping perspectives all before you finish your morning coffee. As boundaries between social, political and organizational life appear to further dissolve, your stakeholders want to know - *Where do you and your organization stand? What does your leadership mean in light of 'hashtag now'?*

Regardless of your formal position in an organizational system, these tensions have a high impact. Understanding more about group dynamics and unconscious social algorithms between the intersections of role, social identity, and authority can increase your capacity to meaningfully navigate the demands of 'hashtag now' - at work, in your communities and beyond.

This conference explores two primary layers of organizational life - one that we think we see and know, and another that is hidden beyond awareness yet driving much of our activity. The ability to exercise leadership, mobilize roles and make decisions is significantly impacted by dynamics that are unconsciously held within groups.

Examining dynamics beneath the surface and learning how they take shape in organizations can help to regain clarity in the wake of our rapidly changing landscapes. Yet the opportunity to examine the nature of organizational life - what we import into it and our collective influence on it - is rare or non-existent. This conference is your opportunity to creatively explore that work.

Working together over five days we will create a temporary institution to explore authority, intersectionality and creativity at work.

CANDICE A. CRAWFORD-ZAKIAN, PSY.D.
CONFERENCE DIRECTOR

PRIMARY TASK

The primary task of the conference is to provide opportunities to learn about the dynamics of groups that are evoked and encountered during the exercise of leadership and authority in relation to identity.

LEARNING METHOD

#A.I. Authority & Intersectionality: Creativity@Work is a residential conference in the Tavistock tradition designed to help participants learn first-hand about unconscious activity in social systems and its impact on organizational life.

The primary task of this conference is to provide opportunities to learn about the exercise of leadership and authority in relationship to intersectionality and creativity in organizational life.

Rather than learning in the traditional format from teachers or experts, the approach is based on learning from experience itself. This conference offers direct experience of the challenges of managing the complex forces that impinge on the work of groups and organizations, and how these interact with the experience of individuals. It is a setting in which these dynamics can be experienced and explored within groups, between groups and within the system as a whole.

*"The conference is an intense, **unconventional and practical** learning environment. It provides unique opportunities for the most valuable kind of learning – the kind that enables and frees one up to be more present and deliberate in different roles."*

— GIANPIERO PETRIGLIERI,
ASSOCIATE PROFESSOR, INSEAD

CONFERENCE EVENTS

The Conference design is based on two types of events: **Experiential and Review.**

Experiential events provide members with immersion in different types of groups that are vital for organizational life. Group activity is examined in the “here-and-now” to provide members the opportunity to learn about processes that are ordinarily out of awareness.

Review events provide opportunities to crystalize member’s experiential learning to enable them to apply their insights to the groups, systems and institutions in which they ordinarily function.

EXPERIENTIAL

Small Study Group - 8 to 12 group members, with a staff consultant, to learn about the dynamics of teams and small groups in “real time.”

Large Study Group - All members, with several staff consultants, to learn through experience what is evoked in large groups. This simulates the process and dynamics of larger social systems as they struggle with formation, transition, collaboration, fragmentation and rapid change.

Institutional Event - All members and staff focused on how subgroups are established, and how they develop relationships with each other. Issues involved with organizing, establishing inter-departmental relationships, assuming roles, managing differences in power and authority come to the fore.

REVIEW

Plenaries - Three plenary meetings involve all members and staff working together. The Opening plenary introduces the specifics of the conference and reviews issues of entry. The second addresses the meaning and experience of the Institutional Event. The final plenary, on the last day, focuses on making sense of the overall Conference.

Review & Application Groups - Consisting of 5 to 7 members with a staff consultant. The primary task of these sessions are to review the conference and apply member experience to their outside roles and systems. This bridging work is designed to provide opportunities for members to develop insight that will have concrete and practical importance.

DIRECTORATE & ADMINISTRATION



DIRECTOR

CANDICE A. CRAWFORD-ZAKIAN

Psy.D. Clinical Psychology, The George Washington University

Co-Founder & Principal, HumanStudio, LLC; Lecturer, Executive Coach & Lead Instructor for flagship course series - Practice Leadership Inside and Out (PLIO), Harvard University Graduate School of Education EdLD Program; Affiliate Consultant, Konu, LLC; Senior Fellow for flagship Interpersonal & Group Dynamics course, Yale School of Management; Leadership Development Consultant, INSEAD (France); Member, A.K. Rice Institute



ASSOCIATE DIRECTOR

SHERI-ANN COWIE

Ph.D. Counseling Psychology, New York University

Ph.D. Counseling Psychology, New York University; Fellow, Yale University School of Management; Member, A.K. Rice Institute; Center for the Study of Groups and Social Systems



HEAD ADMINISTRATOR

STACEY WILLIAMS

MA, Higher Education Leadership, University of San Diego

Vice President of Programs, Montana Conservation Corps; Instructor, Leadership Fellows Certificate Program, Montana State University; Doctoral Student, College of Education, Health, and Human Development, Montana State University; Facilitator for Interpersonal Group Dynamics course lab, Yale School of Management; Co-Creator, Group Relations International; Consultant Candidate, A.K. Rice Institute (AKRI); Board Member, Grex (west coast affiliate of AKRI)

DIRECTORATE & ADMINISTRATION



ASSISTANT ADMINISTRATOR

NINA TRAYLOR

M.S. Organizational Leadership, Columbia University; MBA, Webster University; B.S., United States Military Academy, West Point

U.S. Army Veteran; Member at Large, New York Center; Project Manager, Meta

CONSULTING STAFF



AARTI KAPOOR

LL.B (Law), LL.M (Law & Econ.), University of Manchester, UK

Executive Director, Embode; Barrister (England & Wales), US Attorney (New York), MA (Systems Leadership and Organisational Analysis) Crossfields Institute, UK /Alanus University, Germany; Leadership Consultant, The Global Leadership Practice (TGLP); IFSI TransformaCtion Conference, Visiting Lecturer, Business & Human



CANDICE A. CRAWFORD-ZAKIAN

Psy.D. Clinical Psychology, The George Washington University

Co-Founder & Principal, HumanStudio, LLC; Lecturer, Executive Coach & Lead Instructor for flagship course series - Practice Leadership Inside and Out (PLIO), Harvard University Graduate School of Education EdLD Program; Affiliate Consultant, Konu, LLC; Senior Fellow for flagship Interpersonal & Group Dynamics course, Yale School of Management; Leadership Development Consultant, INSEAD (France); Member, A.K. Rice Institute

*"...interpersonal and organizational dynamics are an important part of being an effective manager, **the conference exposed me to a powerful way of building that kind of insight, a way that I want to explore further.**"*

— PARTNER, LAW FIRM

CONSULTING STAFF



ED SHAPIRO

M.D. Harvard Medical School; M.A. (Anthropology) Stanford

Distinguished Faculty, Erik Erikson Institute for Education, Research, and Advocacy; former Medical Director/CEO, Austen Riggs Center, Clinical Professor of Psychiatry, Yale Child Study Center; Board Member, International Dialogue Initiative; Advisory Board, Partners Confronting Collective Atrocities; Principal, The Boswell Group; Author, *Finding a Place to Stand: Developing Self-Reflective Institutions, Leaders, and Citizens* (Phoenix, 2020)



MAK WEMUK

JD, University of Chicago

Principal, Luna Consulting & Coaching; Executive Committee member, Washington-Baltimore Center for the Study of Group Relations (WBC); Co-Creator, Group Relations International (GRI); Certified Consultant, Director Development Mentor, and Reparations Committee member, AKRI; Past-President, the National Association of Latine Healthcare Executives (NALHE). Member: OPUS, CCSGO, and the National Lawyers Guild.



SARAH HEDLUND

Ph.D. Clinical Psychology, The George Washington University

Clinical Assistant Professor of Clinical Psychology, George Washington University's Professional Psychology Program; Private practice conducting therapy, psychoanalysis, and psychological assessment; Member, NTL, Washington Baltimore Center for the Study of Group Relations, A.K. Rice Institute

*"A unique and powerful opportunity to learn. It was a **challenging and valuable** experience that has made me a more conscious and effective leader."*

— **ERIC BUEHRENS**,
CEO, LEAN ENTERPRISE INSTITUTE, BOSTON, MA

CONSULTING STAFF



SHERI-ANN COWIE

Ph.D. Counseling Psychology, New York University

Ph.D. Counseling Psychology, New York University; Fellow, Yale University School of Management; Member, A.K. Rice Institute; Center for the Study of Groups and Social Systems



YARO FONG-OLIVARES

(she/er), M.S.

Executive Director, Center for Women and Business, Bentley University; Leadership Psychology PsyD candidate, William James College; M.S., The New School; B.A. Barnard College. Organizational Development leader with a focus on racial justice, equity, and inclusion; Past President, Executive Committee, New York Center; Member, Center for the Study of Groups and Social Systems; Co-Creator, Group Relations International; Certified Consultant, AK Rice Institute for the Study of Social Systems.



ZACHARY GREEN

(t/he/y), PhD

Director of Leadership Development, The Nonprofit Institute and Professor of Practice, Department of Leadership Studies, University of San Diego; Co-Founder, IMAGO Global Grassroots; Founding Lead Faculty, RISE Urban Leadership Fellows Program; Adjunct Faculty/ Executive Coach, Harvard Graduate School of Education; Founding Circle and Board of Directors, Group Relations International; Associate and Wells School, Washington-Baltimore Center; Fellow and National Conference Director, A. K. Rice Institute.

COVID PROTOCOLS

Widespread COVID-19 restrictions have been lifted due to higher population-immunity, widely available medications to treat Covid-19 and a great reduction in deaths from COVID. Given the overall public health context and our resolve to create as COVID-safe an experience as possible at this conference, the following protocols will be strictly upheld. Registration for this conference constitutes an agreement to adhere to the following:

- All staff and conference participants must be fully vaccinated against COVID-19.
- We strongly recommend that all staff members and conference participants receive the most recent booster dose recommended by the CDC to protect against variants that are currently causing most COVID infections.
- All staff members and conference participants must be tested for COVID and receive a negative COVID test result no more than 48-hours before arrival to the conference.
- If you have had a recent exposure but are testing negative, please wear a well-fitting N95 mask with a minimum of 3 ply layers. No cloth or gator masks will be permitted. The conference administration team will have N95 masks for those whose masks do not meet these criteria.
- If you become ill, suspend further participation in conference events and report any COVID-like symptoms immediately to the conference staff.

These guidelines may change should local or national COVID conditions change. It is advised that participants purchase travel insurance to protect against potential financial loss in the event that the conference is canceled or changed to an online-only event.

LOCATION & REGISTRATION

LOCATION

The conference will take place at The Connors Center in Dover, MA. The Connors Center is a 50,000-square-foot facility that caters to a wide variety of residential events. The center provides lodging and food services on-site and is owned and operated by Boston College. It is located less than 20 miles from Boston. More information can be found on their website at <https://www.bc.edu/offices/retreat.html>

REGISTRATION CONSIDERATIONS

The conference will take place starting midday Wednesday, January 18th 2023 and will end in the afternoon on Sunday January 22nd, 2023. A detailed schedule will be provided to registered participants prior to the start of the conference. Onsite Registration will begin at 11am and end at 12:45pm. The learning in this conference is experiential and immersive, as such, members are expected to attend the conference in its entirety. You may wish to postpone your attendance if you are unable to attend the full conference. Given the experiential nature of this conference, which at times can elicit strong emotional experience, participants who are currently navigating significant challenging life events are also encouraged to consider postponing their attendance.

Registration requires a completed application and payment in full or a deposit to secure a seat. Applications for conference attendance are accepted or may be denied at the discretion of the Conference Director.

WHO IS THIS FOR? WHO HAS ATTENDED?

ORGANIZATIONS

Anne E Casey Foundation
(AECF)
Amherst College
Austen Riggs Center
Brien Center
Blue Ridge Wilderness
Gould Farm
The Dallas Foundation
INSEAD
Harvard Business School
Google
EY
PwC
Young Samuel Chambers
Princeton University
Howard University Graduate
School of Education

Harvard Medical School
Merrimack Repertory
Theater
UMass Boston
Boston Psychoanalytic
Society & Institute
The George Washington
University

INDUSTRIES

Healthcare
For-Profit Business
Non-Profit
Education
Creative Arts

Anyone wanting to develop their ability to act effectively within their groups, networks and institutions, no matter age or walk of life. No prior experience is necessary. A wide variety of organizations and industries have been represented in the conference membership.

PRICE

\$3,500 - EARLY BIRD CORPORATE RATE*

Individuals sponsored by their employers who register by Dec 2nd receive a \$400 discount (\$3,900 standard rate).

\$3,000 - EARLY BIRD SELF PAY RATE

Individuals who are not being sponsored by their employers who register by Dec 2nd receive a \$500 discount (\$3,500 standard rate).

\$2,200 - SELF PAY W/PLUS 1, EARLY BIRD

Register with one other person from your organization or professional network for a \$800 discount. If registered before Dec 2nd, receive an additional \$300 early bird reduction (\$2,500 regular rate).

\$2,500 - EARLY BIRD AKRI MEMBER

Members of AKRI or an Affiliate Center receive a \$500 reduction with an additional \$500 off before Dec 2nd (\$3,000 standard rate).

\$2,500 - EARLY BIRD NON-PROFIT RATE*

For individuals sponsored by a non-profit organization, fees are reduced by \$1000. Register by Dec 2nd and receive an addition \$500 of the regular price of \$3,000.

Discounts may not be combined.

We work hard to make the conference available to anyone who wishes to attend and aim to support a wide variety financial circumstances. Please contact the Administration Team to inquire about fee reduction options.

*Non-profit and corporate rates are allotted to participants whose conference fees are paid directly by their employer.

Lodging and meals are included in the conference fee. Rooms are single with shared bathrooms. Limited rooms with private baths are assigned randomly by the Conners Center.

Registration application available
online at
www.leadershipCSGSS.org

For Inquires, please contact the
Conference Administration Team
CSGSSLeadershipInfo@gmail.com

SPONSORSHIP & ENDORSEMENTS



CSGSS is a non-profit organization with a mission to further the understanding of groups and organizations as social systems, with particular attention to unconscious and covert processes, the dynamics of authority and authorization, power and other differences within and among socially diverse groups, and the negotiated use of interpretation to facilitate collaborative learning. CSGSS uses the Tavistock group relations tradition of open systems and psychodynamic theories to develop group relations conferences and other events to further learning about group processes.



**GROUP
RELATIONS
INTERNATIONAL**

We are a group of people who are inspired by and passionate about group relations work, social justice and spirituality. The three are intimately connected with each other.



The A. K. Rice Institute for the Study of Social Systems AKRI is the educational, not-for-profit organization for Group Relations in the United States. AKRI aims to deepen our understanding of complex social behaviors by providing experiential learning opportunities called Group Relations Conferences, as well as through research, publications, symposia, profes-

Registration application available
online at
www.leadershipCSGSS.org

For Inquires, please contact the
Conference Administration Team
CSGSSLeadershipInfo@gmail.com