



SUBJECTION AND SUBJECTIVITY

**Crisis of institutional containers
and identity despair**

LIMITED NUMBER
OF PARTICIPANTS

Registration is subject
to the operating restrictions

SPONSORSHIP

WHAT IS A GROUP RELATIONS CONFERENCE

The Conference is a temporary organization that aims to explore and learn from experiencing conscious and unconscious processes as they manifest themselves in the “here-and-now” of group dynamics. The intention is to generate new ways of thinking and learning and to reappraise our knowledge and values; we have the opportunity to experience ourselves in multiple and diverse roles. Assistance is provided to achieve real and sustainable change in interpreting the way we interpret the different roles in our organizations and lives, with a particular focus on roles calling for an exercise of authority and leadership.

THE CONFERENCE METHODOLOGY

The organization of the Conference and the activities proposed to participants generate experiential learning opportunities. This means learning through lived experiences of group and organizational processes, which promotes reflective skills and encourages a spirit of inquiry. Participants and staff, can critically examine different experiences, work behaviors and ways of interpreting the roles of leaders or followers.

This type of training has no therapeutic intent and can sometimes be stressful. For this reason it is recommended that people who are experiencing emotional stress or difficulty in their personal lives postpone their participation to next edition.

THE PRIMARY TASK OF THE 2020 CONFERENCE

To learn through experience about the conscious and unconscious aspects of authority and leadership that will enable us to explore and understand the process that begins with the recognition of subjection and progresses towards the possibility of becoming a subject by actively addressing personal choices and collective decisions.

LANGUAGES: ENGLISH, ITALIAN

A consultant will take up the role of interpreter.

Dear Participants,

as the previous editions of ALI, the 23rd Italian group relations conference sponsored by Il Nodo Group will take place in Grado in the gulf of Trieste. ALI 2020 will last one day more than usual. It will take place from Wednesday March the .03 to Sunday 29.03.2020. The conference is designed as a residential workshop in which the learning is experiential. No lectures, nor round tables: groups and inter-group dynamics, brainstorming, dialogues and discussion.

In 2019 ALI (main theme: Neither peace nor war) begun a series of conferences focused on the processes that have been shaping the western and eastern cultures after the first and the second world wars. The title of this edition comes from the themes that emerged from the previous editions.

What does it mean to be a ‘subject’ in times of collapse of boundaries and identities? How does one ‘become a subject’ and how is this related to ‘subjection’? How does it influence the processes of role taking and the exercise of authority, leadership and followership? ALI 2020 is designed to allow experiential exploration of these issues.

The turning point of the present cultures is the ultra-liberalism, the crisis of socialism and communism, the turbo-capitalism and the super-consumerism. The so-called ‘globalization’ has accelerated the liquefaction of collective and personal identities that guaranteed social stability. The ensuing processes, far from opening a phase of unlimited liberation, have been building the post-modern horizon as an era of open issues that are difficult to be solved and even difficult to be thought of. The reaction to the sudden expansion of geopolitical borders has surely brought about new exciting opportunities and challenges, but also a deep and new malaise and discomfort.

The political life, as we had experienced after the WW II, has changed. During the last three decades we have seen the increasing power of boundary-less multinational companies, always bigger and bigger, as well as the expansion of ‘social media’ that have promoted the artificial intelligence and radically transformed our daily life. With the creation and diffusion of virtual reality, the relationship between imagination and real reality are obfuscated and blurred. The traditional concepts of ‘container’ need to be reconsidered and updated. The same is true for the idea of democracy in times where leaders can (and do) connect directly to their potential voters while representativity (actually the heart of the idea of democracy) collapses and is bypassed by populist shortcuts.

At the core of human life there are more and more paradoxes that cannot be solved in a quick way. The illusion of getting rid of these existential paradoxes is perhaps one of the reasons of the present crisis. One of them is the relationship that knots together subjection and subjectivity: the awareness of being subjected to something or to someone’s else influence and the work that needs to be done in order to free ourselves from outer and inner limitations.

The questions that we are proposing to the participants of ALI 2020 relate directly to the implication of these basic processes to our organizational lives. The focus is on the intertwining of conscious and unconscious psychic phenomena, on the puzzling and inextricable combination of reasoning and fantasies that influences the individuals’ inner life and the group functioning.

Looking forward to working with you on all this, we send our best wishes

Giovanni Foresti, Director

Yossi Triest, Associate Director

WHO MAY BENEFIT THE MOST

Taking part in Group Relations Conference can be particularly useful for those who work in business organizations, public services and not-for-profit organizations, for those who are interested in understanding and managing organizations and group dynamics within complex situations and want to enhance their competence and effectiveness in dealing with them.

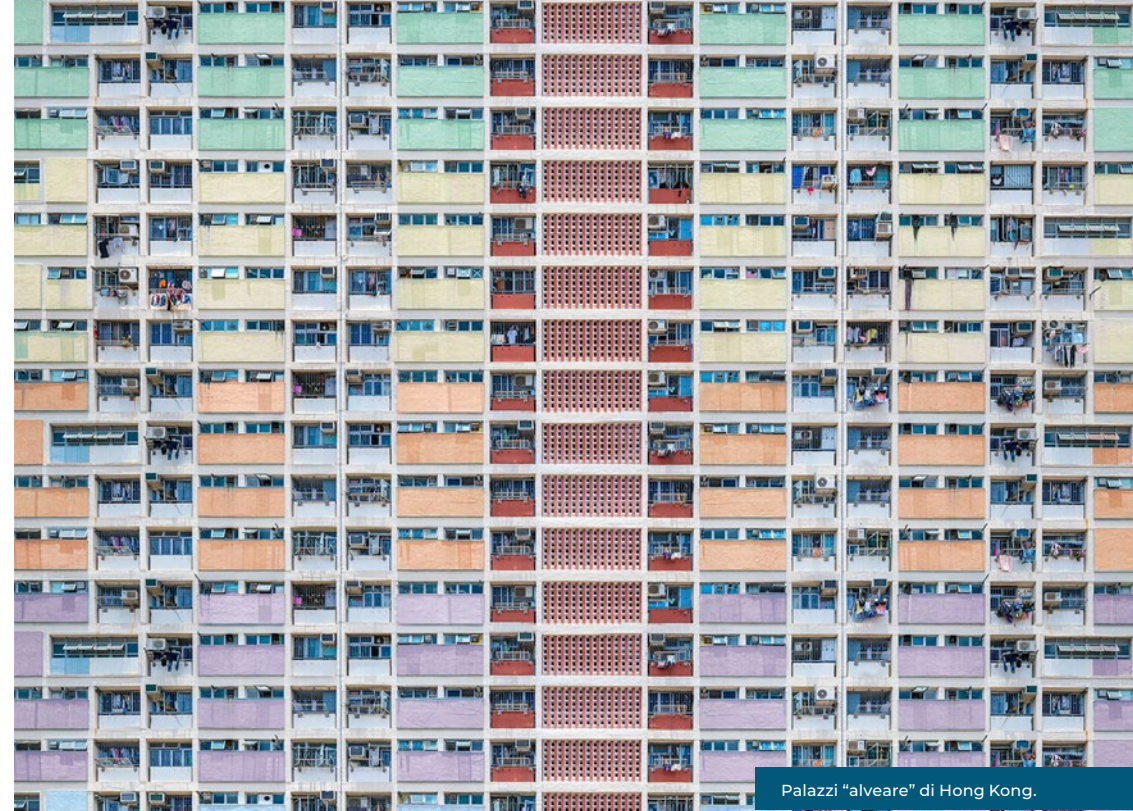
All organizational processes include an emotional, irrational and unconscious dimension. When this component is not recognized and managed, the system's effectiveness decreases or comes to a halt, therefore implying both an emotional and financial cost for the organization itself. Participation in the Conference allows you to observe, recognize and manage this dimension, essential for the functioning of each system and organization.

For this reason the Conference can be particularly effective when two or more members from the same organization register, especially in the case or prospect of prominent changes, crises, mergers, takes-overs, etc. Therefore, if more people from the same organization participate, each will benefit from a discount.

DURATION

The Conference has an increased duration compared to previous editions: it starts at 11.00 am on 25 March 2020 and ends at 16.30 on 29 March. The reception and registration of the participants are organized from 10.00 to 10.50 on 25 March.

Participants are required to comply with the entire Conference program, which is residential because cohabitation is an integral part of learning.



Palazzi "alveare" di Hong Kong.

THEMES, GOALS AND VALUE

To imagine humans at first as isolated beings, rather than embedded in a social matrix, is a rooted and still present tendency in western culture. The Group Relations Conference ALI 2020 offers the participant the opportunity to experience connections between individual, group and organization, and the boundaries of time, space and task.

The experience allows us to observe in action conscious and unconscious dynamics of competition and cooperation, the nature of authority experienced through different roles and the reciprocal influence that each of us has on others.

The focus on Subjectivity and Subjection directs the participant's attention to the dynamics that characterize the individuals in relationship and within the institutional containers in which they find themselves in this particular historical phase of the organizations and to the meaning of acquiring a sufficiently stable identity that allows you to feel that you are the author of your choices.



CONFERENCE STAFF

- DIRECTORATE



Giovanni Foresti

Director

M.D. and psychiatrist, he is training and supervising analyst of the Italian Psychoanalytic Society (SPI) and the IPA, associate member of OPUS, London, and member of the scientific committee of Il Nodo Group, Turin. He teaches at School of Psychiatry, Milano-Bicocca University, and at the Department of Psychology of the Catholic University. He works as supervisor and organizational consultant in several institutions.



Josef (Yossy) Triest

Associate Director

Training Psychoanalyst (IPS; IPA), Clinical Psychologist and Supervisor, Organizational Consultant; Former president of the Israel Psychoanalytic Society (IPS); Supervisor and teacher, the Israel Psychoanalytical Institute; Tel-Aviv Psychotherapy School; Lecturer, Tel Aviv University; Co-Director, The Center for Research of the Psychoanalytic Systemic Approach (CROPSA); Co-founder, Triest-Sarig Clinic; Member, OFEK; Israel.



Daniela Cabibbe

Administrator

Mathematician. Management experience in the Board of commercial multinational companies he has worked in Italy, Europe, USA and India and today she is a business consultant in innovation, performance improvements and organizational change projects. Six Sigma Black Belt professional in the management of complex and functional projects, in Lean Management, and she is auditor in quality certifications. Member of OPUS, London, she is member of Il Nodo Group and Treasurer of Mito & Realtà Association.

Isabella Colombi

Associate Administrator

Degree in biological sciences. She attended the training school of the Italian Group Analytical Society. Counselor, she deals with issues related to work and organizational life as a Human Resources Director in a Milanese company. She is a member of the Social Solidarity Cooperative and of Il Nodo Group.



The Japanese art of Kintsugi.



- CONSULTANTS WILL BE DRAWN FROM THE FOLLOWING LIST:**Carlo Cassardo**

Clinical Psychologist, Head of Simple Unit (UOS) Psychological Support for Hospital Patient, United Hospitals San Paolo and San Carlo (Milan); Ordinary member of the Italian Society of Psychoanalysis and Full Member of the International Psychoanalytic Association; Partner of Il Nodo Group; Clinical Psychology Supervisor at the prisons of Milan (Opera, Bollate, San Vittore, Beccaria); Lecturer at Milan Psychotherapy Schools (Sipre, IIPG, Area G).

Carla Cremonese

Psychiatrist, psychotherapist, Head of Mental Illness Prevention Service (15-24 years), Psychiatric Clinic of Padua. Adjunct professor at School of Psychiatry, Padua University. Board member of Italian Psychiatric Association- Veneto section. Member of Il Nodo Group, Torino. She works in various institutional contexts as supervisor and trainer.

Franca Fubini

Psychotherapist, group analyst, supervisor and organizational consultant. She has been working both for the public and the private sectors. Senior fellow at University College London (UCL). Lecturer at the University of Rome, L'Aquila, Perugia. Staff member and director of Group Relations Conferences in Italy and abroad. Chairwoman of Social Dreaming international Network, has designed and directed the first edition of the one year training for hosting Social Dreaming programs. Board Member and vice Chair of il Nodo Group. Member of OPUS (London) and ISPSO.

Matilde Hernandez

MD, Psychiatrist and Psychoanalytic Psychotherapist trained at the Tavistock Clinic, London where she was member of the Consulting to Institutions Workshop. Works with groups in private practice and with the College of Physicians in Madrid. Consultant to health and educational institutions. Has been staff member of many Tavistock Group Relations Conferences in Italy and internationally. Visiting tutor at numerous universities including the Autonoma, Complutense, CEU in Madrid and ENI in Milan. Directed the Professional Development Workshops Programme for ISPSO when it was held in Toledo, Spain and in Rome. Associate Editor Journal of Organizational and Social Dynamics. Honorary Member of Il Nodo Group.

Francesco Noseda

Psychologist, psychotherapist, IFPS psychoanalyst, Partner of Il Nodo Group, SIPRe Member; expert in group psychoanalysis, psychoanalytic psychodrama and psychoanalysis with adolescents. Co-founder of the Parma branch of the SIPRe Institute, he teaches group psychotherapy and psychodrama and family psychotherapy. He works as a psychotherapist in Milan and Como. Supervisor of various residential communities in Lombardy.

Fabrizio Pavone

M.D., Consultant psychiatrist on the Psychiatric ward of the San Matteo Polyclinic in Pavia. Psychoanalyst SPI / IPA. Adjunct Professor, University of Pavia, Faculty of Medicine: School of Neurology-Psychiatry; Psychiatric Rehabilitation, Group and Family Psychotherapy. He has also been teaching and supervising in the Accademia di Belle Arti di Brera (Art Therapy master's) for the last ten years.

Antonio Sama

Academic and organisational consultant whose approaches are rooted in the traditions of the Tavistock Institute of Human Relations. He holds a Bsc in History of Contemporary Political Philosophy and a MA in Advanced Organisational Consultation. He is a graduate from the Tavistock Institute AOC programme and a Professional Partner of the Institute. Antonio's research, academic and professional interests include the role of system psychodynamics in Higher Education, cross-boundary collaborations and whole system change processes in the third sector and community systems, complexity theories and action research applied to organisational and community systems. Antonio holds roles in Italian and UK HEIs.

Giovanni Scibilia

He is a founding member of MORE, a company specializing in consumer insight and marketing consultancy, a subsidiary of Kantar Group for Italy. He deals with market segmentation, branding and positioning at national and international level. Previously CEO of Added Value Italy, he was professor of Theories and Techniques of Image Promotion at the University of Bergamo. Of philosophical education, he studied in Pavia and Strasbourg and was editor of *aut aut*, *Oltrecorrente*, *Filmcritica*.

Hagit Shachar-Paraira

(MSW) Organizational and Group Consultant in the business, public and 3rd sector; Teaches at the Program in Organizational Consultation & Development, A Psychoanalytic-Systemic Approach (POCD), Co-leader of the UJA's Collaborative Laboratory for social innovation (CoLab); PHD student for Gender Studies, Bar Ilan University; Member of Ofek.

Mark Stein

Professor of Leadership and Management at the University of Leicester, UK. Previously Mark has been a Senior Lecturer at Imperial College London, a Research Fellow at the London School of Economics and Brunel University, and a Researcher and Consultant at the Tavistock Institute.

- CONSULTANT INTERPRETER**Isabella Negri**

MA (Political Science), is an experienced interpreter and translator in the humanities and in training settings. She has been part of numerous editions of GR conferences in Italy and abroad both as a staff member and as a participant. OPUS member.

REGISTRATION FEES

The fee includes participation to the Conference plus full board and lodging for the event duration. Registration is considered valid upon receipt of the application form duly signed and accompanied by the confirmation of the payment of the booking fee of € 420 VAT included. In the case of nonattendance the deposit will not be refunded. **The payment of balance must be provided at the latest on 06.03.2020**

Fee	Single occupancy	Double occupancy
EARLY BIRD until 16.1.2020	1.400 + VAT (1.708 €)	1.350 + VAT (1.647 €)
REGULAR after 16.1.2020	1.600 + VAT (1.952 €)	1.550 + VAT (1.891 €)

Single, twin or triple rooms are available at the hotel subject to availability. Request for any additional nights must be submitted by participants via email: info@hotelastoria.it or by phone to the n. +39 (0)431 83550 and the payment due will be settled directly to the hotel upon check-out.

Like all group relations seminars, ALI 2020 is a **limited-capacity organization**. In the last editions those who registered at the end of the established period didn't participate. If you are interested please fill in the online registration form as soon as possible on www.ilnodogroup.it/en.

Participation in the event allows you to obtain 39 ECM formative credits.

Last registration date: 18.3.2020

REDUCTIONS AND BURSARIES

In order to facilitate participation, some **partial bursaries and other economic solutions** will be provided (discounts for students and people coming from the same institution).

ORGANIZATIONAL DISCOUNT

For two members from the same organization there will be a 100€ discount each. For three or more there will be a discount of 120€ each. Anyone wishing to use them must apply to the Administrator: Daniela Cabibbe and Isabella Colombi, completing the online form available on the website www.ilnodogroup.it at the latest on the 1st of February.

CANCELLATION POLICY

Any cancellation notice received after 6 March 2020 will result in the cancellation of charges as indicated below (unless the motivation is serious to communicate to the Administrators):

Until 6.3.20	420 €	For further details or questions, please contact the Administrators: Daniela Cabibbe and Isabella Colombi at the email address: ali@ilnodogroup.it
7.3.2020- 18.03.2020	60% of entire fee	
After 18.03.2020	fees cannot be reimbursed	

VENUE

Grand Hotel Astoria is located in Grado about 25 minutes drive from the airport or train station. Participants who arrive by car are allowed to drive the limited traffic zone set up in the historic center of the island of Grado.

Thanks to the recent restructuring of Trieste Airport (TRS), a 25-minute drive from Grado, and the construction of the new Trieste Airport Intermodal Center, the hotel is easily accessible for those arriving by **train** or **plane**. Possibility of personalized and collective transfers from Trieste Airport.

If interested, please contact well in advance Mosaico and the Hotel:

GRAND HOTEL ASTORIA Largo San Grisogono, 3 - 34073 Grado (GO), Italy
+39 0431 83550 | 0431 83355 | info@hotelastoria.it | www.hotelastoria.it

SPONSORED BY



Il Nodo Group is a scientific cultural not-for-profit Association which historically originated from a professional team formed in Turin in the nineties. It has developed study, training and consultancy activities in cooperation with the Tavistock & Portman NHS Trust in London and other national and international scientific institutions. The Primary Task of Il Nodo Group is to promote the exploration and understanding of conscious and unconscious relational processes in individuals, groups, organizations and the society, as instruments of change management, support to the development and wellbeing. Today ALI is a firmly established member of the Group Relations international network and has become "the Italian formula of the Tavistock Method".

UNDER THE PATRONAGE OF



INTERNATIONAL
PSYCHOANALYTICAL
ASSOCIATION

IPA - International Psychoanalytical Association is an international association of psychoanalysts that has about 70 constituent associations and 12,000 members. It was founded in 1910 by Sigmund Freud, on a proposal by Sándor Ferenczi. Its first president was Carl Gustav Jung and the first secretary Otto Rank. It is the first organization in the world for the accreditation and regulation of the profession of Psychoanalyst. The mission is to ensure the continuous vigor and development of psychoanalysis for the benefit of patients in psychoanalytic treatment. The objectives include the creation of new psychoanalytic groups, the stimulation of scientific debates, the promotion of research, the improvement of training procedures (training).



Organization Person Group
www.ofek-group.org
The Israeli Association for the Study of Group and Organizational Processes

OFEK - Organization, Person, Group. Association for the Study of Group and Organizational Processes (Public Non-Profit Society) is a non-profit educational organization founded in Israel in 1986. It deals with the development and application of psychoanalytic theories and open systems in the Tavistock tradition of group relations. Since its establishment, OFEK has held annual international conferences on group relations in association with the Tavistock Institute of Human Relations in London. It also runs six-monthly conferences in Hebrew, thematic conferences, conferences and workshops tailored to organizations, scientific meetings, ongoing professional development courses (Touch OFEK courses and seminars) and additional activities for its members and the general public.



SOCIETÀ
PSICOANALITICA
ITALIANA

The **Italian Psychoanalytic Society (SPI)** was founded in Teramo 7 June 1925 and was recognized in 1936 as a society of the International Psychoanalytical component (IPA) established in 1910 by Sigmund Freud. Currently SPI is present in almost all the national territory through eleven centres that bring together more than a thousand members between psychoanalysts and students who are active in major Italian cities. It aims to train analysts through personal analysis and a theoretical and clinical course of five years, including the supervision of clinical cases with a senior analyst with years of experience. The SPI analysts, during their whole working lives, typically conduct both clinical and theoretical activities, thus ensuring the continuous progression of their analytical capacity.



akri
the a.k. rice institute
for the study of social systems

For over 50 years, the **A.K. Rice Institute for the Study of Social Systems (AKRI)** has helped individuals and organizations understand the complexity, beauty, power and importance of groups. Its mission is to support and advance the study of group relations through educational initiatives. Using a model originated at the Tavistock Institute in London, the approach facilitates learning within experiential 'group relations conferences' which help identify the often hidden, unexamined, and unconscious aspects of groups and organizations. AKRI also helps train practitioners and skilled consultants in this field through its training the certification program. The ALI2019 Conference is endorsed by the A. K. Rice Institute as consistent with its educational standards for Group Relations training in the Tavistock tradition.





INFORMATION & REGISTRATION

AGENZIA MOSAICO

+39 011 5681238 | ali@ilnodogroup.it | www.ilnodogroup.it