

# Caribbean Group Relations Consulting

THE  
TAVISTOCK  
INSTITUTE®



THE UNIVERSITY  
OF THE  
WEST INDIES  
ST. AUGUSTINE CAMPUS  
TRINIDAD & TOBAGO  
WEST INDIES

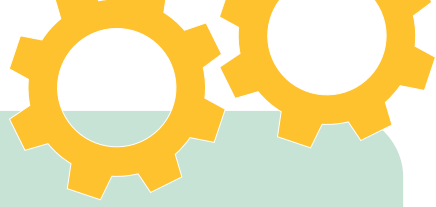
## POWER AUTHORITY TRUST

Exploring Vulnerability and  
Caribbean Leadership

GROUP RELATIONS CONFERENCE  
19th - 21st  
October 2023



The Faculty of Social Sciences,  
The UWI, St. Augustine, Trinidad and Tobago



Dear Prospective Participant,

Caribbean Leadership is now in a more vulnerable position than ever before, and at the same time on fertile ground for innovation and development. Today in 2023, traditional structures and processes are unprotected by the rapid change in technology, instant communication, and the ease of acquiring knowledge and skills.

The fast pace of technology and the challenges of global supply chain, geo political and climate change, invite Caribbean leaders to come together in collaboration, to harness the opportunities emerging, for the modernization and growth of organizations and the region.

The Newsday editorial on February 24th 2023, Woes for Caricom leaders, “IN RECENT TIMES Caricom leaders have been experiencing first-hand how tenuous their grasp on power and status can be”, exemplifies Caribbean leadership need for greater awareness and collaboration. Leaders are now more vulnerable and at more risk, as authority keeps shifting in the present technological world.

Power is the force that drives people to engage in a direction for the benefit and survival of organizations. This force may be transmitted or move, depending on the authority of persons or groups with control of the resources, and resonance. How do you find and make sense of your role, in your context?

How is power lost or transferred in a networked world?

Who holds authority when power keeps shifting?

How can leaders maintain their authority and be comfortable with their vulnerability in an unstable environment?

What can leaders or organizations do to take the necessary risks required for collaboration and growth, when the trauma of past experiences is very present and the economic and social environment is unfamiliar?

Join us for this experiential learning event, at The University of the West Indies St Augustine Campus, Faculty of Social Sciences, where we discover as leaders, Vulnerabilities and Caribbean Leadership, with the complexity of Power Authority and Trust in this accelerated technological world.

I look forward to learning with you in our 6th Caribbean Group Relations Conference, delivered by The Tavistock Institute of Human Relations, UK, with Caribbean Group Relations Consulting Ltd.

Mary Fullerton  
Director  
Caribbean Conference  
2023

# WHAT IS LEARNING IN A GROUP RELATIONS CONFERENCE, AND WHAT MAKES IT SO POWERFUL?

A Group Relations Conference is an educational event which is based on learning through experience.

The conference design has been developed by the Tavistock Institute of Human Relations, since 1957. It provides a unique framework, within which senior and aspiring senior leaders, are able to learn about themselves, and the ways that groups and organisations affect them in taking up their roles. The strategic and structural dynamics of organizations can be studied and understood, and the knowledge can then be applied.

We create a temporary organisation that is set up to study its own behaviour as it happens. The temporary organisation is headed by a Director and the staff team that is appointed by the Director to work with the members of the organisation.

The staff do not manage the members, they work to provide consultancy in the form of working hypotheses about what may be happening in the conference events. These hypotheses are available for testing and review. In this way, we create a “Working Conference” where members are actively engaged in exploration, not sitting back being filled up with the opinions and findings of speakers, as they are in a traditional “conference”. As an active inquirer, members of the organisation will have the opportunity to explore their own assumptions, feelings and attitudes towards leadership in general, and the leadership of this Working Conference in particular.

There are issues of power, faith, belief, history, skin colour, geography, and class, that have left scars and challenges in people all over the world. How can these scars be harnessed as resources to transcend and expand our capacities to lead and follow? We believe that our conference promotes the integration of intellectual capacity and emotional intelligence so producing leaders who have creative visionary potential, enabling them to work more effectively at helping themselves and their employees, colleagues and clients to adapt to and take on future roles.



## PRIMARY TASK

To study the exercise of leadership, authority, and the dynamics of power, trust, and vulnerabilities, through interpersonal, inter-group and institutional relations, that develop within the conference, as a temporary organization, in its wider context.

## FOR WHOM?



This Conference is for anyone interested in developing a deeper understanding of managerial and leadership processes in organisations. The Conference provides a structured context of different systems and sub-systems in the “here and now”. It explores the dynamics of leadership, presence, authority, change, dissent, collaboration and transformation as they arise and unfold.

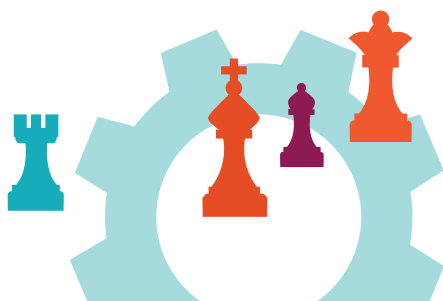
Participants may come from private and public organizations and includes Business Leaders, Consultants, Board Members, CEOs, Managers, Clinicians, Administrators, HR, Marketing, Production and Financial Professionals, Public Sector Managers, Local Authorities, Political, Diplomatic, NGOs, Religious, National Security, Educators, Activists, Researchers, Team Leaders, Medical Professionals.

### **Benefits to participants include:**

- Identifying personal characteristics while exercising leadership and the effect on others
- Recognising how phenomena such as alliance and coalition formation affect the understanding of the group, by the group; and how it shapes motives and power bases
- Exploring competition, rivalry and what lies beyond immediate awareness that remain hidden in everyday interaction
- Locating and managing resistance to change in yourself and others
- Understanding how you influence or are influenced by others and the ensuing consequences - intended or unintended
- Developing skills and sharpening insights into how strategies take shape when groups function
- Developing a capacity for creativity and interpersonal relationships and building better team performers
- Inspiring strategic thinking and improving the capacity to lead in turbulent times
- Recognizing the barriers to communication

### **Benefits to organizations include:**

- Increased capacity to lead and manage in a rapidly changing and complex Environment
- Enhanced leadership and communication culture, inspiring higher levels of responsibility, accountability, productivity and profitability
- Inspiring healthy interpersonal communication among the leadership and general staff
- Assisting department leaders to align their departments' goals with the macro objectives of the organisation



# CONFERENCE GENERAL INFORMATION

## DATES

19th - 21st October 2023

## VENUE

Faculty of Social Sciences  
The University of the West Indies  
St Augustine Campus  
Agostini Street, St Augustine  
Trinidad and Tobago

Note: This is a non-residential conference. For travellers outside of Trinidad, a number of local hotels and venues are available. Contact: mary@caribbeangroupconsulting.com T: 868 681 3483

## COST

TT\$3950.00 / US\$643.00

### Discounts

Early Bird TT\$400.00 / US\$65.00 book by 15th August, 2023

Two or more persons from an organization Total Discount TT\$600.00 per person

Past Participant Total Discount TT\$600.00

Students: Total Cost per person TT\$2,300.00 (Space is limited)

The conference fee includes lunch.

On registration, payments can be made through bank transfer or cheques.

## CLOSING DATE FOR APPLICATIONS

Wednesday 5th October, 2023

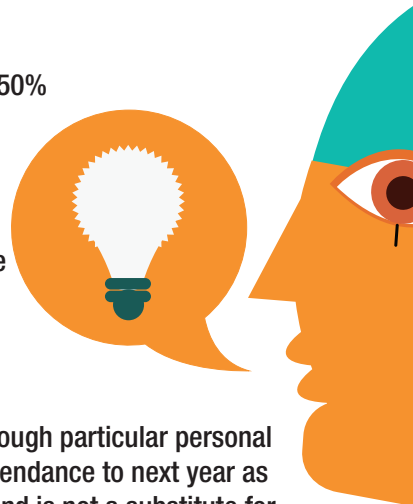
Cancellation incurred before 30th August, 2018: 50%

After 30th August, 2023: No refund

## HOW DO I APPLY

For more information and an application form:  
<http://caribbeangroupconsulting.com/conference>  
or email mary@caribbeangroupconsulting.com  
T: 868 681 3483

Please note: We suggest that if you are living through particular personal difficulties that you consider postponing your attendance to next year as the conference is designed as a learning event and is not a substitute for personal psychotherapy.



# CONFERENCE STAFF

## CONFERENCE DIRECTOR

**Mary Fullerton** EMBA, TIHR (P3C), (DBL)

Director of Caribbean Group Relations Consulting Ltd;  
Organizational Consultant/ Accredited Leadership Coach,  
Partner of The Buzz Limited; Founder/Director of non-profit ADHD Foundation of  
Trinidad and Tobago

## ASSOCIATE CONFERENCE DIRECTOR

**Leslie Brissett** JP, PhD

Group Relations Programme Director, TIHR;  
Magistrate, FE Governor, ISAAC member, BPC; UK

## CONFERENCE OPERATIONS MANAGER

**Sharon Mangroo** M.Sc. Dip.ED. B.Sc

CEO, Catholic Education Board of Management;  
Professional experience at primary and secondary levels of the school system  
as well as teacher education, educational administration and assessment  
and examinations

## CONSULTANT STAFF

Will be drawn from the following list:

**Urban Hudlin** OP, MSc, MA, TIHR (P3C), (DBL)

Director of Caribbean Group Relations Consulting Ltd.  
Director of Veritas Consultancy; Psychoanalytic Psychotherapist, Dublin;  
Dominican Priest

**Rachel Kelly** BA MSTAT

Group Relations and Organisational Development Consultant at the  
Tavistock Institute with extensive experience of Leicester conferences and  
international GR conferences. Member, Society of Teachers of the Alexander Technique

**Keith Lequay** PhD

Organisational psychologist, lecturer, certified Group Relations Consultant

**Kathleen Stroud** M.A.

Leadership and Organizational Analyst; Director, Leadership Core Ltd

## How staff work in the Conference:

While staff and members are both participants, the conference accords them different roles. The staff members of the conference are allocated to each of the events in the role of consultants or in the role of collective management to work to the primary task of the event and to the task of the conference as a whole.

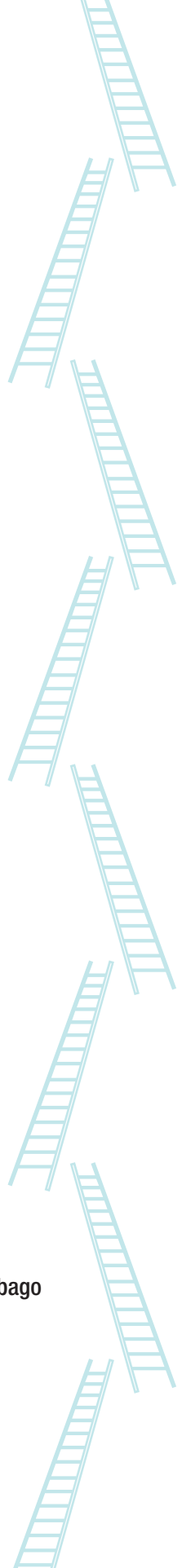
This they do through the offering of working hypotheses and other forms of interventions. They work by constantly trying to make sense of their own experiences and what is happening for members.

It is expected that staff hypotheses and interpretations will also create the possibility for individual members to reflect on what they represent to the group, what they are taking in from the group and what they are contributing to the group, particularly in terms of what may be happening unconsciously and in ways that are more hidden.



## **ORGANIZATIONS FROM WHICH SOME PREVIOUS PARTICIPANTS CAME**

Office of the Prime Minister – Trinidad & Tobago  
Catholic Education Board of Management – Trinidad & Tobago  
Heritage Petroleum Company Limited – Trinidad & Tobago  
Ministry of Gender and Child Affairs – Trinidad & Tobago  
Odyssey Consulting Limited – Trinidad & Tobago  
A. K. Rice Institute – USA  
ACNJ – UK  
Antilles Episcopal Conference – Trinidad & Tobago  
Archdiocese of Port of Spain – Trinidad & Tobago  
Evangelical Lutheran Church of Finland, Finland  
Arrow Group – Abu Dhabi  
Broadcasting Commission – Jamaica  
Jacobs & Jacobs – Peru  
New York University – USA  
Prins in Communicatie – The Netherlands  
RtL Consultancy – Hungary  
Schenectady City School District – USA  
Society of African Missions – Afrikaans  
Society of St Vincent de Paul – Trinidad & Tobago  
Tavistock Clinic – UK  
The Nursing Council of Trinidad and Tobago – Trinidad & Tobago  
The Second Chair – UK  
C.F. International Marketing – Trinidad & Tobago  
Dr. Bob LLC – USA  
FT Farfan Ltd – Trinidad & Tobago  
Guardian Shared Services Ltd – Trinidad & Tobago  
The Buzz Ltd., T&T  
Tigh-na-Fios Consulting, Scotland, UK  
Synapse Psychological Services Inc. – Barbados  
TECU Credit Union Co-operative Society Limited – Trinidad & Tobago  
The University of Trinidad and Tobago – Trinidad & Tobago  
TRINRE Insurance Company Limited – Trinidad & Tobago  
University of Richmond- USA  
University of Central Missouri – USA  
University of Pennsylvania - USA  
University of South Africa – Africa  
UWI-Arthur LokJack GSB - T&T  
UWI School of Business and Applied Studies Limited – Trinidad & Tobago  
Agricultural Development Bank of Trinidad and Tobago – T&T  
Beijing Jiaotong University, Counselling Center, - China  
Ministry of Education T&T  
RMC Counselling – USA  
Trinidad and Tobago Association of Psychologists  
Therapy and Beyond – T&T  
Consultation and Coaching Services, USA



## SPONSORING INSTITUTIONS

**CARIBBEAN GROUP RELATIONS CONSULTING LTD.** was created to provide services in the areas of, organizational change and transformation to organizations, consulting in public and private sectors. Our members work as Consultants, Psychoanalytic Psycho-therapists, and Organizational Psychologists. Caribbean Group Relations Consulting Ltd., is working to develop and apply the field of Group Relations and Systems Psycho-dynamics in the Caribbean.

[www.caribbeangroupconsulting.com](http://www.caribbeangroupconsulting.com)



### The Tavistock Institute of Human Relations

is a not-for-profit, UK based organization which applies social science to contemporary issues and problems. It was formally founded as a registered charity in 1947 although its work started before the War, together with the Tavistock Clinic. The Institute is engaged with evaluation and action research, organizational development and change consultancy, executive coaching and professional development, all in service of supporting sustainable change and ongoing learning. Our staff works creatively with people involved in innovative activities, working across boundaries or in difficult situations. We combine research and analytical skills with practical help in devising solutions and in following through to implementation and are particularly known for our capacity to work with issues that are otherwise hidden, and sometimes unconscious. Our professional development opportunities include the Certificate in Dynamics at Board Level, the Certificate in Coaching for Leadership and Professional Development, the Practitioner Certificate in Consulting and Change (P3C) and a portfolio of Group Relations tailored events.

[www.tavinstitute.org](http://www.tavinstitute.org)



**The Faculty of Social Sciences** is the largest Faculty in the University of the West Indies comprising four (4) departments including– the Department of Behavioural Sciences, the Department of Economics, the Department of Management Studies, Department of Political Science and several affiliated Units and Centres. Our Vision is to be social engaged, and solutions oriented. It is our desire that students who are part of this Faculty become deep

thinkers and creators of solutions that can affect and change increasing societal challenges. We seek to realise this vision by focusing on lifelong learning for sustainable impact. We encourage our students to focus on academic excellence, and we also ensure that we produce well-rounded individuals who are able to build and sustain healthy relationships with peers, employers, employees and the wider community.