

IL NODO GROUP

9th International working conference

Learning From Action - LFA 2019



PROCESSI DECISIONALI E ASSUNZIONE DI RESPONSABILITÀ
DECISION-MAKING AND ACCOUNTABILITY

18th -20 October 2019

Ostello al Deserto, Chiavenna (SO) Italy

With sponsorship of



Mito&Realtà
Associazione per le Comunità
Terapeutiche e residenziali



Learning From Action

“In the beginning was the action” (Freud, Totem and Taboo)

This is a training model which offers participants an opportunity for direct learning, through living together in a temporary community.

Learning From Action is at the core of this training. This means that during the training you have the possibility to explore a range of types of language, but with the primary interest in observing and understanding non-verbal communications and interactions. The focus of the working conference is understanding actions that influence and mobilise individuals and groups and which are not usually expressed either because they are unconscious or too primitive to be effectively mentalized.

The idea for these working conferences originated in the early 2000s from the joint thinking and cooperation between **Robert D. Hinshelwood and Enrico Pedriali**. This type of experiential training conference now appears in the Standards Manual of the Community of Communities network, and in the “Visiting” project promoted by the Mito & Realtà Association.

Giving meaning to action becomes an essential working tool, because of the complex dynamics that emerge in all working groups, and because of the difficulties encountered by many members of therapeutic communities who due to enduring trauma, find putting emotions into words very difficult.

In this sense, the LFA conference is aimed to help **develop basic skills for all those who work in residential, semi-residential institutions, and in mental health institutions**. These skills are transferable to a wide range of professionals; educators, nurses, assistants, administrators, managers, consultants, psychologists, psychotherapists, psychiatrists, neuropsychologists, neuropsychiatrists, social workers, carers, etc. However, as already successfully evidenced tested in past editions of the conference, **professionals working in other areas, such as the non-profit and corporate world, can profitably join the working conference**.

The “Learning From Action” Working conference draws on the Group Relations model (www.ilnodogroup.it) and its aim is to help community staff and workers to explore and study the value of their everyday activities as a form of communication, including the use of money.

The primary task of this working conference is to offer an opportunity to explore how unconscious and non-verbal communication and group dynamics shape decision-making processes and influence accountability and aspects of ‘working together’ in this temporary learning community.

Conference delegates and staff will live and work together to constitute this temporary **learning community**.

Within this special training context, the main goal of the conference is to increase the participants’ understanding of how conscious and unconscious dynamics affect decision-making processes, both at the individual and group level, and thus enable them to better reflect on the organisational and institutional implications in their own workplaces.

Each participant will have a chance to explore their own role and the way they operate within and behalf of the whole system (the temporary learning organisation), reflecting on nonverbal and unconscious communication. As a result, they will be encouraged to take responsibility for their own contribution whilst taking part in the everyday life and relationships formed within the community.

A further learning goal of this event is to explore the different dimensions and connections between **action, thinking and learning**, so that the acquired learning can then be transferred and applied to different workplaces and practices.

The working conference will create the opportunity to learn - by experience -the different issues which are involved in decision making, and will stimulate reflection on what might determine the development of a democratic practice and an environmentally sustainable use of available resources in a healthy institution.

The main themes of the conference are: **the decision-making capacity and taking responsibility**

The basic needs of community will be fulfilled by forming groups aimed at delivering the following tasks:

- Cooking and catering;
- Cleaning and tidying communal areas;
- Organizing leisure activities;

- The management of money;
- Organizing other agreed activities that arise during the course of the conference.

As in any other community or institution, participants will experience the emergence of interpersonal dynamics related to cohabiting and sharing, such as taking and delegating responsibility, working for others, making decisions, relating to authority and leadership, managing relationships between individuals and within groups, managing conflicts, using or wasting resources and much more.

In order to achieve these learning goals, the conference will use a “**Learning from Action**” methodology which will include a programme of daily events, such as: Opening and Closing Plenary, Decision-Making Plenary and Decision-Making Groups, Activity Groups, Morning and Evening Community Meetings, Review and Application Groups and possible Emergency Meetings.

LFA is the first and the only group relation conference in which participants can experiment for themselves in the use of money to meet the needs of the group, and negotiating the use of money with the members of the staff.

Other Informations

No lectures will be held.

We recommend careful and repeated reading of this leaflet.

A continued residence on site is expected for the whole duration of the Working Conference.

It is useful, indeed recommended, to repeat the Working conference.

The T Group’s programme (by invitation) will start on Thursday 17th October 2019 at 7:30 pm, registration at 7:00 pm.

The working conference will start on Friday 18th October 2019 at 1:00 pm, registration from 11:45 to 12:45 am.

The facility offers an opportunity to stay in rooms with more beds, and each person will have to take care of the management and tidying up of their personal spaces.

Participation at the Conference is not recommended for individuals who are going through a period of high psycho-emotional stress.

The language we are focused on and we are here to learn about is the non verbal, the language of actions and of the unconscious. English and Italian will be used.



SCHEDULE/PROGRAMMA

Friday October 19th

11,45-12,45 Registration and snack
13,00-14,00 Opening plenary
14,00-14,30 Break
14,30-16,00 Decision-making plenary
16,00-16,30 Break
16,30-17,15 Decision-making groups 1
17,15-18,45 Activities 1
18,45-19,00 Break
19,00-20,00 Evening community meeting 1
20,00-20,15 Break
20,15-21,30 Dinner
21,35-22,15 Community free time 1

Saturday October 20th

08,00-09,00 Breakfast
09,00-10,00 Morning community meeting 1
10,00-10,15 Break
10,15-10,45 Decision-making groups 2
10,45-12,30 Activities 2
12,30-14,00 Lunch
14,00-14,30 Tempo libero comunitario 2
14,30-14,45 Break
14,45-15,15 Decision-making groups 3
15,15-15,30 Break
15,30-16,45 Review groups
16,45-17,00 Break
17,00-18,30 Activities 3
18,30-18,45 Break
18,45-19,45 Evening community meeting 2
19,45-20,00 Break
20,00-21,30 Dinner
21,35-22,15 Community free time 3

Sunday October 21st

07,00-08,00 Breakfast
08,00-09,00 Morning community meeting 2
09,00-09,10 Break
09,10-09,45 Decision-making groups 4
09,45-11,30 Application Groups
11,35-12,45 Activities 4
12,45-13,45 Light lunch
13,45-14,10 Washing up & cleaning
14,15-15,15 Closing plenary
15,15-15,30 Leave-taking (community free time 4)

Venerdì 19 ottobre

Registrazione dei partecipanti e spuntino/
Riunione Plenaria di apertura
Pausa
Riunione decisionale plenaria
Pausa
Gruppi decisionali 1
Attività 1
Pausa
Riunione di comunità della sera 1
Pausa
Cena
Tempo libero comunitario 1

Sabato 20 ottobre

Colazione
Riunione di comunità del mattino 1
Pausa
Gruppi decisionali 2
Attività 2
Pranzo
Community free time 2
Pausa
Gruppi decisionali 3
Pausa
Gruppi di revisione
Pausa
Attività 3
Pausa
Riunione di comunità della sera 2
Pausa
Cena
Tempo libero comunitario 3

Domenica 21 ottobre

Colazione
Riunione di comunità del mattino 2
Pausa
Gruppi decisionali 4
Gruppi di Applicazione
Attività 4
Pranzo
Lavaggio piatti & pulizie conclusive
Riunione plenaria conclusiva
Commiato (tempo libero comunitario 4)

Any changes to this programme will be decided by the staff group and shared with participants both before and during the event

STAFF

Director – Luca Mingarelli

Psychologist, social entrepreneur, founder and director of Therapeutic Communities for Adolescents, President of the Charity Rosa dei Venti Foundation, President of Il Nodo Group, board member of Mito & Realtà, member of OPUS, board member of International Network Democratic Therapeutic Communities (INDTC); staff member of GRC ALI from 2006 to 2017. Director and co-director of LFA since 2011. In 2017 he created and organised the first edition of LFA in Japan. He is the creator and co-director of GRC Energy Cocreation and Well-being since 2010. Author of the volume "Difficult Adolescents", an autobiography of a therapeutic community for adolescents (Ananke 2009).

Associate Director and Director of Activities – Gilad Ovadia

Clinical and Educational Psychologist - Supervisor. Expert in the application of the systemic psychoanalytic approach in organizations. Senior staff member and previously director of the Psychological Community Centre Hevel -Eilat, Israel. Teacher in "The Israel Winnicot Center". OFEK board member Tel Aviv Institute for Contemporary Psychoanalysis.

Project Administrator – Francesco Nosedà

Psychologist, psychotherapist, psychoanalyst IFPS expert in group, psychodrama and adolescents psychoanalysis. Co-Founder of SIPRe branch office in Parma. Group psychotherapy and psychodrama and Family psychotherapy Lecturer. Board member of Il Nodo Group. He works with creativity and innovation as supervisor and psychotherapist in several centers and institutions for mental health problems.

Associate Administrator – Stefania Borghetti

Stefania Borghetti, Psychiatrist. Director of psychiatric therapeutic community and of psychiatric housing (Uop 43, Asst Ovest Milanese). She collaborated on psychiatric social projects with Caritas Ambrosiana and on de-institutionalisation projects in Albania with UNOPS. Board member of Mito&Realtà' and Pro Esp, Adjunct Professor (Università degli Studi di Milano), teacher at Aneb, President of Sirplo.

Consultants chosen by:

Giada Boldetti

M.D. and psychiatrist, freelance consultant, she worked in public structures until October 2016. Since 2000 she has been in charge of the NH Psychiatric Service, first responsible for the rehabilitation service within residential structures and then from 2014, in her role as Deputy Director of the Complex Operating Unit Psychiatric Service I in Padua. Deals with training and supervision in therapeutic communities. Staff member in various GRC (ALI and LFA). She is a member of IL NODO Group.

John Diamond

John Diamond, CEO of the Mulberry Bush, a UK charity working with traumatised children, families and communities. He is an associate of OPUS and on the editorial board of the International Journal of Therapeutic Communities.

Lili Valko

Clinical psychologist, group analytic psychotherapist. She has been working for over nine years, in various roles, within the therapeutic community of Thalassa Ház in Budapest, Hungary.

Scientific Supervisor (not present at the event) - Robert Hinshelwood

Psychiatrist and psychoanalyst, previously Director of Cassel Hospital in London, he is a member of the British Psychoanalytic Society, a Fellow at the Royal College of Psychiatrists, and Professor at the Centre for Psychoanalytic Studies, UK.

Timetable

LFA 2019 will start on Friday 18th October at 1,00 pm (for T group Thursday 17th at 7:30 pm) and will end on Sunday 20th October at 15.30.

We recommend to the participants to be on time on Friday for registration and allocation of rooms between 11.45 and 12.30. As scheduled, lunch on Friday is not included. A snack will be available with food brought by participants and shared.

Fees

In order to facilitate participation, we have chosen to lower inscription fees, compared to the previous editions.

The fee for the conference is 500€ (+vat =610,00€) for enrolment by the 20th of September and 650€ (+vat =793,00€) for enrolment after that date .

The fee for T Group is 600,00€ (+vat =732,00€) for enrolment by the 20th of September and 700€ (+vat =915,00€) for enrolment after that date .

Four **Bursaries** up to 100,00€ are available to participants upon application, for which the **deadline is 16th September**.

There will be: a **10% discount** for persons from abroad, for the organisations in partnership and for 2 participants from the same association or company, a **20% discount** for 3 and more participants from the same organisation (not cumulative).

Fees include participation to the whole Working conference and overnight stay, meals included.

Request for any additional nights must be submitted by participants via e-mail to: info@ostellochiavenna.it

To enrol fill in the form downloadable from www.ilnodogroup.it and pay an advance of 100 Euros.

Information and registration

Agenzia Mosaico - Via San Secondo, 31 - 10128 Torino (Italia) Tel. +39 011 5681238 / +39 011 5684423 - Fax + 39 011 505421 e-mail: lfa@ilnodogroup.it – Application Form: www.ilnodogroup.it

Amministrative Staff: Francesco Nosedà, Stefania Borghetti

Location

Chiavenna is a small town in the province of Sondrio, is 120 km far from Milan Airports and station. Here you may find ancient stately houses, beautiful stone fountains and the typical churches which make this town an interesting place to visit both in Winter and Summer.

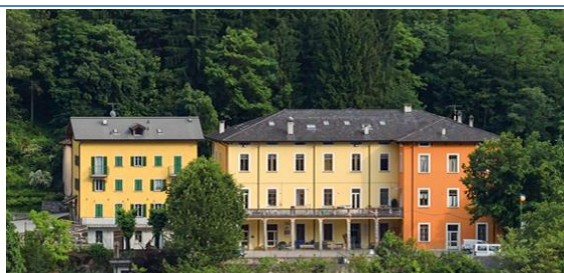
Chiavenna's historical centre is at the centre of the valley bearing the same name, where it divides into the river Mera.

The Venue

The hostel "Al Deserto" is situated amidst the woods and in a panoramic position, only a few steps away from the historic centre and in close proximity to the train and bus station. This makes it into an ideal place in which to gather groups. It is possible to use the available self-contained spaces independently.

Address: Via al Deserto, 2, 23022 Chiavenna SO

<http://www.ostellochiavenna.it> - info@ostellochiavenna.it



The sponsoring organization

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 Members of Il Nodo Group are professionals with interdisciplinary and cross-sector competences in the health and social care fields, in the business world, in education, in social cooperation and in the public administration.

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. Following an initial sponsorship with also CESMA and TAVISTOCK, the Association Il NODO Group has become the main sponsor of the residential Group Relations Conference “Authority, Leadership and Innovation” (ALI) that has been organized yearly since 1998. Il NODO Group is also sponsors other GRC informed innovative events such as “Energy, Creative Cooperation and Well-being in organizations” and “Learning from action”. www.ilnodogroup.it

Co-sponsor

OFEK- The Israeli Association for the Study of Group and Organizational Processes is a not-for-profit community interest organization founded in 1986 with the objective of studying relations in groups, organizations and society, through the experiential learning methodology of the Tavistock tradition of Group Relations. OFEK holds a yearly international Group Relations Conference in English, conferences adapted to a theme or organization, Hebrew conferences, scientific meetings, professional development courses, (Touch OFEK), and additional activities for members and the wider public. In 2017 OFEK held a special international event celebrating its 30-year anniversary. www.ofek-groups.org/en

Mito & Realtà was founded during the preparation of the international convention “La comunità terapeutica tra mito e realtà” (“Therapeutic Community between Myth and Reality”), held in Milan in 1996. It includes members of the traditional “historic” community movement (from England, France and Italy) and several operators from the Italian community. Its promoters are psychiatrists, psychologists, psychotherapists and psychodynamic operators, who joined spontaneously to form this association. Its aim is to promote study, research and data collection on the functioning of Therapeutic Communities and professional training for those working within communities that deal with severe psychic distress. At present it includes a network of CTs for both adults and children, carrying out a peer-to-peer assessment called “Visiting”, aimed at constant quality improvement and at a democratic transmission of best practices. www.mitoerealta.org

CSGSS The mission of CSGSS is to further the understanding of groups and organizations as social systems, with particular attention to unconscious and covert processes in group and organizational life, 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. www.csgss.org

Partnership

Fondazione Rosa dei venti onlus - www.rosadeiventi.org

Mulberry Bush Organization - www.mulberrybush.org.uk

Thalassa House Comunità Terapeutica -Budapest www.thalassahaz.hu

OPUS - www.opus.org.uk

Il Biscione cooperativa sociale – www.ilbiscione.coop

TCTC (ex ATC) - www.therapeuticcommunities.org

AIRSAM www.airsam.it

INDTC - www.indtc.org

CNCA - www.cnca.it

Fenascop- www.fenascop.it

SIRP - www.riabilitazionepsicosociale.it

Participants of LFA said

"I really fell in love with LFA. It was like seeing many of my most significant experiences merge and integrate; I suddenly saw the disclosure of a wholly new and revitalizing perspective from which I could watch several areas of my professional and personal life. As a consequence, my mind keeps coming up with new contributions I might give to such areas" (D. Catullo, Psychotherapist/CT Coordinator).

This experience represents a very effective method to learn about unconscious behaviour in groups and about one's own role in the group's behaviour. (G. Bratko, a participant from the US).

The key-word of the LFA Working conference is then «real»: that is, a temporary organization which is, indeed, provisional, but not abstract/fictitious: it is, instead, immediate and concrete: precisely, real. (G. Foresti, 2015 Staff Member).



IL NODO GROUP



Fondazione
Rosa dei Venti Onlus



Thalassa HÁZ
RUBATETÉNY

