

Setting Up New Worlds: Organizing Our Futures



Dates	January 24-26, 2012 Begins Tuesday, 9am Ends Thursday, 4pm
Fee	\$3,500 25% discount for subsequent people attending from the same organization
CE hours	20
Faculty	Dominik Heil, PhD, and Rob Farrands, PhD

The Program

This program arises from an inquiry GISC is conducting into the nature and future of organizing. The purpose of the program is to develop the participants' ability to lead by gaining a profound understanding of the entities they actually lead, namely organizations and people. Rather than starting with developing certain skills or competencies that are typically associated with being a leader, we begin from a different place. We investigate the idea that what gives people access to leadership is an appropriate and powerful relation with the sheer creative potential of organizations of people. To take this idea seriously transforms how we think of organizing (and the responsibility that goes with it). We will examine the world-making potential of organizations, what this means concretely for your organization, and also for your leadership. From here we will explore how to continuously cultivate and refine the profound relationship of leader and organization to produce unprecedented results.

Our exploration will engage us in thinking together about this "profound relationship" so that, despite differences between organizations, we will discover common leadership themes. As a result we will draw upon the diversity of organizations and sectors present in the workshop to enrich and deepen each individual inquiry.

The first ten years of the twenty-first century have raised serious questions over the purpose of organizing and the role and ethics of leaders. Both critics and supporters of business organizations tend to assume that leaders should stay focused on the balance sheet: this idea is even spreading to public institutions such as hospitals and government departments. Are we misunderstanding the very nature of organizing and even of what it is to be a human being? Can we stand for something more profoundly enabling of what it is to be human at the beginning of this century?

This program will benefit leaders by coming to terms with these questions in the specific situation of their own organization, how it is led and how they understand their own leadership.

Faculty

Dominik Heil, PhD, is a philosopher from Witwatersrand University and a Director of The Reputation Institute. His recently published book *Ontological Fundamentals for Ethical Management* challenges leaders and academics to think again about the fundamentals of organizing in the modern world. An important lesson from the recent crisis in banking and elsewhere is that too much is being taken for granted about the nature of organization and this needs investigating.

Rob Farrands, PhD, is a Director of Figure Ground Consulting and a board member of the Gestalt International Study Center. He believes that organizations can illuminate new possibilities in the world and encourages a leadership that steps up to this challenge. Rob consults internationally and has played a leading role in the design and implementation of leadership programs at GISC.

Dominik and Rob intend to cooperate in research into the questions being raised by this program.

Participants

This program is appropriate for senior executives of organizations of any size from any sector who are responsible for guiding their organization into the future. The fee for the program will be \$3,500 for the first person attending from each organization. Subsequent people attending from the same organization will receive a 25% discount. This is to encourage multiple attendances from organizations so that colleagues can work together on their own organization.

Those who have signed up for 2012 Consortium membership by the date of the program will receive Consortium discounts for this event. Please speak with David Tunney for further information at 508-349-6185.

Program Overview

	Day 1	Day 2	Day 3
Session 1	<p>Introduction</p> <p>Expectations, fears</p> <p>Objectives.</p> <p>How should we inquire into leadership?</p>	<p>How we always already listen.</p> <p>How organization occurs before we start thinking about it.</p>	<p>Inquiry into ethics for leaders:</p> <p>Morals</p> <p>Legality</p> <p>Reputation</p> <p>Integrity</p>
Session 2	<p>Inquiry: What is an organization?</p>	<p>Moving from a vicious to a virtuous circle.</p> <p>Understanding as a dynamic process (introducing the hermeneutic cycle)</p>	<p>Inquiry: Causing action</p> <p>Temporality and action.</p> <p>Language and action</p> <p>Conversations as speech acts</p>
Session 3	<p>What kind of world does your organization set up?</p>	<p>The significance of language in creating significance and meaning in organizations.</p>	<p>Conversations that cause results.</p>
Session 4	<p>What kind of a world do organizations typically set up?</p>	<p>Access to freedom: Distinguishing and mastering emotions and mood as an access to peace of mind, clarity and leadership</p>	<p>What this means for leadership in your organization and for you as a leader. Your journey from here.</p>

Registration Form

Name: _____ Male: Female:

Company Name: _____ Position: _____

Preferred Mailing Address - Work / Home : _____

City/State/Province/Postal Code/Country: _____

Work Phone: _____ Home Phone: _____

Mobile Phone: _____ Email: _____

How did you hear about this program? _____

Please register me for:	Fee
Setting Up New Worlds _____ January 24-26, 2012 _____	\$3,500

Others attending from my organization: _____ Less 25% discount _____

I am a GISC Member: I would like to join GISC: \$125/year _____
Total: _____

Invoice my organization: _____

I have enclosed a check or money order payable to GISC (US funds only):

Charge my: Visa Mastercard American Express

Name as it appears on card: _____

Account Number: _____ Expiration Date: _____

Signature: _____

Cancellation Policy: Refunds are available up to 21 days prior to a program, less a \$35 administration fee.
When cancellation is made with a notice of 20 days or less, tuition will not be refunded but credit may be applied to a future program taken within 2 years.

Mail or fax along with your payment to:
GISC, PO Box 515, South Wellfleet, MA 02663-0515, USA