

(A CRISIS OF) FAITH IN LEADERSHIP

Friday 4 - Saturday 5 December 2009

Tavistock Centre, London

Speakers:

Brendan Duddy, *Peacemaker and businessman*

Zachary Gabriel Green, *Organisational Consultant, Executive Coach and member, Founding Circle of Group Relations International*

Rabbi Laura Janner-Klausner, *Rabbi, Alyth Gardens Synagogue*

Olya Khaleelee, *Corporate Psychologist and Organisational Consultant*

Lynne Sedgmore CBE, *Executive Director, 157 Group*

Professor Burkard Sievers, *Professor Emeritus of Organisation Development, Schumpeter School of Business and Economics, Bergische Universität Wuppertal, Germany*

Fr Dermot Tredget, *Member of the Order of Saint Benedict, Douai Abbey*

Dr Simon Western, *Principal Consultant, Tavistock Consultancy Service*

Fee: £240 (£130, one day)

There appears to be a growing crisis of faith in business, religious and political leaders.

The global financial collapse, recent corruption scandals and diminishing respect for church leaders have highlighted the growing crisis of faith in institutional leadership. High profile leadership has faced diminishing respect since the 1960s, mirroring the shift from the modern to post-modern era.

By contrast, the discourse of Messianic leadership has dominated from the 1980s until the present time. Transformational leaders were heralded as the saviours of organisations, with CEOs rewarded with huge financial packages, and the election of Barack Obama ignited a global 'buzz' of hope and excitement, demonstrating paradoxically that although we may experience a crisis in faith in our leaders, our longing and need for faith in leadership itself remains undiminished.

This conference explores the meaning of faith and leadership.

AIMS

We will explore the relationship between faith and leadership in the contemporary political and organisational landscape. A key question is what kind of leadership and what kind of faith is required in these turbulent times?

- Many argue for distributed leadership, but where does faith get placed when there is no charismatic leadership figure?
- Do leaders require faith in themselves or in an ideology/belief system to lead?
- Is orthodoxy the most radical position to work from? What can secular leadership learn from religious faith traditions?
- Without an object of faith, does leadership simply become instrumental, focusing on growth, profit and other materialistic and functional goals?

- Leadership vision and passion are heralded, yet excessive faith in the market or in religious belief can lead to fundamentalism. How can passionate leadership guard against fundamentalist mindsets?

WHO IS THIS CONFERENCE FOR?

All those who are curious about leadership and feel passionate about creating the 'good society'. We will be drawing on ideas from psychoanalysis, critical theory and theology.

CONTENT

Day One: The Meaning of Faith and Leadership Seminar and Dialogue: Guest speakers, small and large group discussions.

Day Two: Leading Faithfully: Beyond Instrumentalism Day two will invite participants to reflect on leadership practice. We will explore how leaders and organisations can be faithful to themselves, their ideals and those they lead and ask 'What does it mean to lead faithfully and build the good society in the 21st century?'

We advise attendance on both days, but single days can be booked.



PROGRAMME

THE MEANING OF FAITH AND LEADERSHIP

Friday 4 December

- 9.00 Registration and coffee**
- 9.30 Welcome and Introduction**
- 9.45 Submissive, obstinate or brave**
Rabbi Laura Janner-Klausner
Possible paradigms for leadership and faith from a Jewish perspective
- 10.30 Faith and Leadership: Openings**
Simon Western
Exploring the relationship between faith and leadership, and offering a meta-analysis of organisational leadership over the past century, asking what happens to faith in a secular world
- 11.30 Coffee break**
- 11.50 "Faith, hope, money - but the greatest of these is money" (George Orwell's 'Keep the Aspidochelone Flying')**
Burkard Sievers
How can leaders in the world of finance be trusted if the accumulation of money is all they believe in?
- 1.00 Lunch**
- 2.00 Is today's leadership fundamentalist?**
Olya Khaleelee
This session explores how leadership and followership has altered over the last 50 years from a traditional model to a fundamentalist model deriving from failed dependency in society and the resulting search for a containing ideology. It takes as examples the leadership of Blair, Obama and Bin Laden.
- 3.00 Tea break**
- 3.20 The spiritual qualities of leadership**
Fr Dermot Tredget OSB
Using insights from the Rule of Benedict, now nearly fifteen centuries old, this seminar will examine how this ancient monastic rule understands spiritual intelligence and the extent to which the leader can acquire 'spiritual tools' such as wisdom, prudence, foresight, discernment, balance and moderation. What role do these softer skills play in modern organisations?
- 4.20 Break**
- 4.30 Plenary Reflections**
- 5.00 Close**

LEADING FAITHFULLY: BEYOND INSTRUMENTALISM

Saturday 5 December

- 9.30 Welcome**
- 9.45 Faith and leadership in 'The Troubles'**
Brendan Duddy
Brendan will talk about his role in the Northern Irish peace process and will offer very personal insights about how faith was central to his task
- 11.00 Coffee break**
- 11.30 'Negative Capability': A leader's subjective experience of not knowing**
Lynne Sedgmore CBE
Leaders are often under huge pressure and can feel despairing about their ability to deliver. Many leaders respond to these feelings by becoming defensive and aggressive, creating blame cultures, for example. Lynne will be speaking from her authentic experience as a leader (Chief Executive) drawing upon her faith to turn "not-knowing" into what Keats called 'negative capability'.
- 12.30 Lunch**
- 1.30 Of Meaning and Money: Approaching Coaching at a Spiritual Path**
Zachary Gabriel Green
Senior executives in international finance are beginning to ask themselves about the meaning and purpose of their work in a different voice than just a few years ago. They are the decision makers about the money with access to billions, they have the power to change the fortunes of millions of lives. Recently some coaching clients have shown an increasing receptivity to explore the spiritual significance of their work. This emergent approach to coaching at the spiritual path is the focus of my presentation.
- 2.30 Tea break**
- 2.50 Cluster Reflections**
- 3.30 Final Plenary**
- 4.00 Close**

Following the close of the conference on Friday, all delegates are invited to a screening of 'The Secret Peacemaker', a BBC Documentary about Brendan Duddy, Saturday's opening speaker.

SPEAKERS

Brendan Duddy

Brendan was featured on the BBC documentary 'The Secret Peacemaker' for his peacemaking with the IRA and British Government. Robert Hanks for the independent wrote: "*The Secret Peacemaker* portrays Brendan Duddy as 'an ordinary man caught up in extraordinary events'", and then spent the next hour showing what an entirely inadequate description this was. Duddy is, in fact, an extraordinary man who was largely responsible for the events. For 20 years, from 1972 to 1993, he was 'the Link', the sole channel for the British Government and the IRA to talk to each other and at key moments, when any possibility of negotiation seemed to be fading to nothing, Duddy kept the conversation going. Without him, it's unlikely the Irish peace process could ever have happened.

Zachary Gabriel Green

Zachary is a member of the Founding Circle of Group Relations International. His work and that of his colleagues gives focus to the primary energy that promotes human consciousness and guides constructive action for social justice. A frequent visiting professor and lecturer at various universities in the United States, Zachary works primarily as a coach and consultant for leaders in multilateral and international organisations. He is the author of numerous published articles that give focus to issues of identity and their influence on group behavior. He is a former Episcopal Lay Minister with a regular practice of meditation adapted from various Buddhist traditions.

Rabbi Laura Janner-Klausner

Rabbi Janner-Klausner is a regular broadcaster on Radio 4's 'Thought For The Day' and on BBC 1's 'The Big Questions'. Rabbi Janner-Klausner grew up in London and studied Christianity at Cambridge and then emigrated to Israel in 1985, living in Jerusalem and working in Jewish education, teaching both Israelis and Christian visitors and facilitating Palestinian-Israeli dialogue. She has postgraduate degrees in Community Centre Management (Hebrew University) and in Jewish

Education and Jewish Communal Service (Brandeis, USA). Laura returned to London in 1999 and was ordained in 2004. Rabbi Laura serves as a Rabbi at Alyth Gardens Synagogue.

Olya Khaleelee

Olya Khaleelee is a social scientist by original training and now works primarily as a corporate psychologist and organisational consultant, helping senior managers in the fields of recruitment, development and career strategy. She is also a qualified psychotherapist in private practice and a past Chairwoman of the Council of the London Centre for Psychotherapy. From 1980 - 1994 she was Director of OPUS (Organisation for Promoting the Understanding of Society). She has worked with the Tavistock Institute for over 20 years in the development of group relations both in the UK and abroad, has been on the staff of many conferences and was the first female director of the Leicester Conference, an annual two week residential group relations event with the theme of 'Authority, Leadership and Organisation'.

Lynne Sedgmore CBE

Lynne is currently the Executive Director of the 157 Group of FE colleges and is advisor to Whitehall on a range of projects including leadership, innovation capability, community cohesion and preventing violent extremism. Her most recent project is consultant to the Cabinet Office Review of Public Service Leadership for the Prime Minister. Before this she was Chief Executive for the FE Centre for Excellence in Leadership. In 2007 CEL was awarded the International Spirituality in the Workplace Award. Lynne is also an ordained Interfaith Minister. She has been involved in community cohesion and interfaith dialogue in local, national and international arenas for over 15 years. She was a member of the UK World Conference for Religions and Peace (WCRP and the UK Interfaith Network).

Professor Burkard Sievers

Professor Emeritus of Organisation Development in the Schumpeter School of Business and Economics at Bergische Universität Wuppertal, Germany. Burkard has carried out teaching, research and writing on unconscious dynamics of organisations and management and on the normal madness in organisations, in particular, for more than two decades. He is Past-President of The International Society for the Psychoanalytic Study of Organisations (ISPSO). At present, he is editing (together with Susan Long) a book 'Beneath the Surface of the Financial Industry: Towards a socioanalysis of money, finance and capital(ism)' and writing a paper on 'Herman Melville, Moby Dick and Leadership?' His book 'Work, Death, and Life Itself. Essays on Management and Organization' (1994) contains a chapter on Leadership as a Perpetuation of Immaturity?

Fr Dermot Tredget OSB

Fr Dermot Tredget has been a member of the English Benedict community based at Douai Abbey, in Berkshire, for 27 years. Before becoming a monk, he held management positions in the Hotel and Catering Industry. Fr Dermot runs a programme of retreat workshops for senior workplace executives. These have been featured in the Financial Times and other business publications. In addition, he has been called upon to give lectures and present seminars to a number of international corporations, including Masterfoods, Campbell Foods, the Volvo Group, BMW, Cranfield University School of Management and the AMBA.

Dr Simon Western

Simon is a Principal Consultant at the Tavistock Consultancy Service and author of 'Leadership: A Critical Text' (Sage 2008) which sets out a new vision of 21st century leadership he calls Eco-leadership. At the heart of this approach is emancipatory leadership, focusing on leading from the edge, distributing leadership, networks, connectivity, ethics and leadership spirit.

APPLICATION FORM

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4 - 5 December 2009

Fee: £240 (2 days) £130 (one day)

PERSONAL DETAILS

Please complete clearly in block letters

TITLE

FIRST NAME

SURNAME

JOB TITLE

DEPARTMENT

ORGANISATION

ADDRESS

CITY

COUNTY

POSTCODE

COUNTRY

TEL

FAX

EMAIL *(please print clearly)*

SIGNATURE

DATE

PAYMENT DETAILS

I would like to attend:

- Both days @ £240
- Friday 4 December only @ £130
- Saturday 5 December only @ £130

I enclose a cheque for £_____ made payable to The Tavistock and Portman NHS Trust

Please debit my Credit/Debit Card for £_____

Visa / MasterCard / Switch/Maestro / Delta
(Delete as appropriate)

Card Number

Expiry date

Issue No/Start Date
(Switch/Maestro only)

Security code
(Last 3 numbers on the back of the card)

If your organisation will be paying and needs invoicing, please read *Payment Terms and Conditions* for how to arrange this.

SPECIAL REQUIREMENTS

Please indicate here if you have any special dietary or any other requirements:

WHERE DID YOU HEAR ABOUT THIS COURSE?

- Flier
- Email
- Advert (please state)
- Trust website
- Other website (please state)
- Flier passed on by colleague
- Personal Recommendation
- Tavistock event/notice board
- Other events (please state)
- None of the above

TERMS AND CONDITIONS

HOW TO BOOK

- Please complete this form, using BLOCK letters (photocopy this form if more than one is required, one form per person)
- Return the completed form and payment to the address below

PAYMENT TERMS

- Payment must be made in full and before the event
- Payment can be made by cheque or credit card, receipts will be issued
- Payment can also be made by BACS transfer, please contact the Conference Unit for details
- Invoices can be issued to organisations for payment, on request and on receipt of an official purchase order. Invoices will not be issued without the appropriate paperwork
- Invoices cannot be issued within 14 days prior of the conference date. All bookings made in this time must be paid in full at the time of booking

CONFIRMATION

- Bookings will be confirmed on receipt of a completed application form and full payment of the conference fee
- Joining instructions will be sent to you by email if an email address is given, otherwise will be sent in the post

CANCELLATION POLICY

- All cancellations must be made in writing to the address below
- All cancellations are subject to an administration charge of 10% of the conference fee
- Cancellations made no later than 14 days prior to the conference are eligible for a full refund minus the administration charge
- No refunds will be given for cancellations made within 14 days of the conference date
- The Tavistock and Portman NHS Foundation Trust reserves the right change the conference content, timing, speakers or venue without notice

DATA PROTECTION

The Trust does not make your details available to any external organisations. Your details will be added to our database to process your request and to keep you updated with relevant training and events. If you do not wish to receive this information, please tick the box

FURTHER INFORMATION

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