



Grupo para el Diseño y Transformación Institucional
Lima, Perú

IfSi

forum international de l'innovation sociale, F.I.I.S.
international forum for social innovation, IFSI
foro internacional para la innovación social

Ninth International Experiential Conference

Leadership for Transformation® in Life and the Institution

La Casona de Los Cóndores, Lima
October 21st to 26th, 2011

¿ARE YOU DEVELOPING YOUR
CAPACITIES AND LIBERATING YOUR
CREATIVITY AS YOU WANT TO?

¿ARE YOU **EFFECTIVE** AND
PRODUCTIVE ENOUGH?

¿DO YOU WANT TO **DISCOVER** WHAT
IS YOUR **OWN CONTRIBUTION**
TO YOUR **DIFFICULTIES**?

¿HAVE YOU CONSIDERED **TAKING** THE
LEADERSHIP OF YOUR OWN SELF?

¿DO YOU NEED TO **BETTER**
UNDERSTAND THE **DYNAMICS**
OF YOUR **INSTITUTIONS** AND THE
NATURE OF THEIR **UNDERLYING**
SOCIAL **CONFLICTS**?

¿DO YOU WANT TO **TAKE** OR
DEVELOP A **ROLE OF**
LEADERSHIP IN YOUR INSTITUTION?

¿DO YOU FEEL PART OF YOUR **SOCIETY**?
¿DO YOU WANT TO BE PART OF ITS
TRANSFORMATION?

The Ninth
International
Conference for

Leadership
for
Transformation[®]
in **Life**
and the **Institution**

It is about:

... Learning in the experience of taking different roles in a temporary learning institution that, throughout six days, is born, transforms and ends.

It invites you to:

- ... Discover the conscious and unconscious processes of **your role** and of an institution.
- ... Transform your role, your leadership and an institution.

It offers you the opportunity to:

- ... discover what are your images (mainly unconscious) of **institution, authority** and **society**, that are revealed in the light of your experience in the Conference.
- ... identify which is the specific **role** (also unconscious) that you take in those spaces, and explore the emotional and social experiences in which your role originates.
- ... live the experience of **transforming an institution**, that is the Conference itself.
- ... take actions to **transform the role** that you take in your institutions and society, giving space to your desires and your creativity. Generating a greater revitalizing inter-connection between you and your environment.

Importance and contributions of the Conference

Innovation and transformation are imperative at present so that persons and organizations can remain, strengthen, and gain vitality.

Innovation and transformation are impossible without persons who take the leadership of their life and their institution.

According to testimonies of members of our previous conferences, the experience has helped them to recognize aspects of themselves and of their institutions that they could not perceive before. Furthermore, they lived the experience of beginning to take action in order to transform their roles and an institution.

... *"It allowed me to liberate energy that had been contained, which I was unable to benefit from."*

... *"Today I work in a more efficient manner, take decisions with more self-assurance, I see potential where I did not see it before."*

... *"I realized that my individual transformation is totally related to that of the team."*

... *"I was able to understand how I was being perceived in my work place and how I had to transform that if I wanted to be more effective in my work."*

... *"It helped me to manage a dynamic of 87 persons, to become aware that within the groups there are forces and that if I recognize them and communicate with them, I can liberate them, channeling them creatively."*

... *"It allowed me to see the unconscious part of the processes that are normally experienced in an enterprise."*

... *"It has been useful for me in thinking clearly and distinctively what is and what is not a leader."*

... *"It was opening the door and the hope to a transformation of our society, one by one, here and now."*

... *"It allowed me to recognize the rational traps and tangles in which I can fall... to know the emotions that either allow me or impede me to relate."*

... *"Since my participation I am very different... it strengthened my sensitivity to understand my institution as a leader."*

... *"There is no transformation without knowledge, if what we want is a real transformation, that is where we have to start and this conference really does it."*

The primary task of the Conference is

To learn from experience to discover and transform roles, leadership, and institutions, within a temporary learning institution.

This definition of the primary task allows all the members (participants and staff) to recognize what is and what is not the work of the Conference.

The attention of the participants is called upon the fact that registering for the Conference is considered as the first act of authority proposed to them.

Methodology We seek to learn from experience, which is the only way to learn to discover and transform human actions and institutions.

The staff will form with the participants a temporary learning institution, in which each member will take roles and responsibilities in the different subsystems that form the total system of the Conference. Learning will take place analyzing and reflecting on the lived experiences. Each member will take his or her own authority to choose how to participate. Thus, learning will be unique for each member, according to the singular experience that each one will live in the Conference.

- ☒ Based on the experience of being a member of an institution, each one will reflect about how he or she behaves in it, how he or she is perceived by the group, how he or she impacts it and in turn is impacted by it. That way, each participant will reach an understanding of how a system is, the roles he takes within it, and how to transform his role and the system.
- ☒ Each participant will be able to discover how his or her experience is conditioned by the inner world of each one and by the conscious and unconscious processes of the group.
- ☒ For the learning process, it is imperative to recognize and accept feelings, fantasies, wishes and desires, because they offer each participant an extremely valuable source of information about themselves and about the group as a system.

Since the Conference implies a non-conventional way of learning, no previous training or specific type

of education is required. The only indispensable precondition is the desire to explore and to learn from experience.

Antecedents of our Methodology

This learning methodology was systematized in the decade of 1950 by the Tavistock Institute of London. IFSI–FIIS in Paris, has been applying and developing it as from 33 years ago, including work on innovation and institutional transformation.

Many other institutions in the world have been working in this same line to help potentiate the learning about roles, leadership, group processes, institutional systems, and the processes of transformation of roles and systems. To mention only some: Matris (Matrice pour la transformation des rôles et de l'innovation sociale), Belgium; Color Cubano e InterCreación, Cuba; SolnFin (Social Innovations Finland), Finland; Besod'Siach, Israel; Actis (Associació per a la Cooperació i la Transformació Institucional i Social), Spain; ETHIS (Ethique et Transformation Institutionnelle et Sociale), Switzerland.

A wide range of literature in this field exists, which can be found in our web site.

The theoretical foundation of the work of the Conference flows from three main sources:

- ☒ The approach of W.R. Bion and his associates to dynamic processes in groups;
- ☒ The theory of open systems as first applied to organizational and social institutions by A.K. Rice and others;

☒ Institutional transformation, the approach developed by IFSI–FIIS to address the particular processes through which people innovate in terms of social behaviors, envisioning options that go beyond repetition and reproduction of past behavior, transforming roles and thereby contributing to the transformation of systems and institutions.

Design and Program

The members participate in diverse events with different specific tasks:

1. Plenary Sessions (PS):

Reflect on the expectations and experiences.

2. Macrosocial System (MASS):

To learn from the experience -lived in the here and now- of a macrosocial system.

3. Microsocial System (MISS):

To learn from the experience -lived in the here and now- of a microsocial system.

4. Institutional System Event (ISE):

To learn from the experience lived here and now of the relations among the participants and the management, as well as among the sub-systems of the institution.

5. Transformation[®] Analysis Group (TAG):

To reflect on the different roles taken by the members of the Conference, in order to transform them and to work on transformative applications in their institutions.

PROGRAM Ninth International Experiential Conference
Leadership for Transformation®
in Life and the Institution

October 2011	Friday 21	Saturday 22	Sunday 23	Monday 24	Tuesday 25	Wednesday 26
9:00 - 10:00		MISS	MISS	MISS	MISS	PS
10:30 - 11:30		MASS	MASS	MASS	MASS	TAG
12:00 - 13:00		MISS	MISS		MISS	TAG
13:45 - 14:45	PS	Lunch	Lunch	Lunch	Lunch	Lunch
15:00 - 16:00	MASS	ISE (P)	ISE		TAG	
16:30 - 17:30	MASS	ISE	ISE	ISE	PS	
18:00 - 19:00	MASS	ISE	TAG	ISE (P)	TAG	
Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	
20:30 - 21:30	MISS (P)	ISE		TAG		

Languages that will be used:

Due to the international nature of the Conference, two languages will be used: Spanish and English. The members of the staff will work in one or both languages. The possibility of using other languages is open to exploration.

Role of the Staff The staff takes two roles in the Conference:

First, it acts collectively as Management of the Conference. Thus, it assumes the responsibility of managing boundaries in such a way that the participants can confront the primary task of the Conference and get involved in its various events. Shared management, of course, includes the administration. The way in which management delegates roles and responsibilities among its members will be open to examination.

Second, staff members intervene as consultants during the events. In this role, they offer their own perception and experience of the events while they are happening in the sessions, in order to promote the learning of the relation between leadership, innovation and transformation. The staff members meet in exchange sessions in order to optimize the resources offered to the participants for the pursuit of the work.

Direction and Staff

Director **Jorge PARODI (Perú)**. Founding Member and Past President of InnovAcción, member of IFSI, Institutional Transformation Consultant certified by the Leading Consultation Program of IFSI (Paris, France) and the University of Hull (UK), member of the International Faculty of the Leading Consultation Programme of IFSI, Psychoanalyst, member of the Peruvian Society for Psychoanalysis, member of the Teaching Committee of the Peruvian Institute of Psychoanalysis, Sociologist and Magister in Social Sciences from Pontificia Universidad Católica del Perú.

Associate Director **Louise EDBERG (Sweden)**. Certified Psychologist, Senior Consultant, Organisationspsykologerna Stockholm, Sweden. President of IFSI, France.

Member of Praxis International Network, France. Permanent Faculty in the Leading Consultation Programme 5, France. Board member of Kaleidoskop, Sweden. Board member of Employee Assistance European Forum, Europe.

Staff

Coordinators: **Yirka PANIZO (Perú).** Director of Consultancy of CHOPIN SAC, Shopper Unconscious. Psychotherapist in charge of the Experience-based Workshops of the Psychoanalytic Psychotherapy Center of Lima and cotherapist in the Workshops of Psychodrama of the same institution. Active member of InnovAcción. Bachelor in Law from Universidad de Lima. Formed in the School of Psychoanalytic Psychotherapy of Lima. Works in private practice as psychoanalytic psychotherapist.

María Pía TOMATIS (Perú). Member of InnovAcción. Psychologist; Adolescent and Adult Psychotherapist, Educator; Member of the Peruvian Association of Psychoanalytic Psychotherapy; Professor of Universidad Peruana de Ciencias Aplicadas; Professor of Instituto Peruano de Publicidad in the area of Psychology and Communication; private practice with adolescents and adults.

Manager Consultants Will be chosen among the following:

Inés COTTLE (Perú). President of InnovAcción. Consultant in Institutional Transformation certified by the Leading Consultation Programme of the International Forum for Social Innovation, IFSI-FIIS (Paris) and University of Bath (U.K).

Member of IFSI. Psychoanalytic Psychotherapist. Member of the Association of Psychoanalytic Psychotherapy. Member of the International Association of Couple and Family Psychoanalysis. Doctor's degree Human Studies.

Louise EDBERG (Sweden).

Rosa GOLDFARB (Perú). Consultant in Institutional Transformation certified by the Leading Consultation Programme of the International Forum for Social Innovation, IFSI-FIIS (Paris), in association with Hull University (UK). Psychoanalytically oriented psychotherapist. Couple and Family Therapist. Master in Education (University of North Carolina at Chapel Hill, USA). Licensed Psychologist (Pontifical Catholic University of Peru). Past-president of InnovAcción and Director of the Area of Consultancy of InnovAcción (ACI); Member of IFSI-FIIS.

Raphaël GUTMANN (France). Consultant on emerging countries in Terra Cognita and a professor at ESG-Management School in Paris. Member of Praxis International and IFSI.

Jorge PARODI (Perú).

Lisbeth SÁNCHEZ TORRES (Perú). Consultant in Institutional Transformation, certified by the Leading Consultation Program conducted by IFSI (Paris) and the Bath University (UK). Sociologist. Psychoanalytic oriented psychotherapist. National Director at AFS del Perú Programas Interculturales. Vice-President at InnovAcción. Member of IFSI-FIIS - Paris. National Board member of the Peruvian Sociology Association (2007-2010).

Leonardo VENEZIANI (France-Italy). Membre et Trésorier de IFSI-FIIS. Manager, Conseiller de Synthèse et Partner, Avutann, Paris (France), Torino (Italia). Membre du Comité de Réflexion et du Comité de Réseau de Praxis International, Paris (France). Consultant certifié en Transformation Institutionnelle (Leading-Consultation, Programme 2 - FIIS).

José Luis VILLACORTA (Perú). CEO and Main Partner of Professional Partnership, Sub - Manager of Transformation of Offices at Banco de Crédito del Perú (BCP), Facilitator in Experiential Learning from the Post-Graduate School of Universidad Peruana de Ciencias Aplicadas (UPC), Faculty of Negotiation and Conflict Resolution at UPC and Main Partner of the Scenic Art Group "Locos por la cuerda".

Organizing: InnovAcción

Is a Civil Association which has given itself the task to contribute to the Institutional and Social Transformation in Peru, providing a methodology to uncover the social unconscious of individuals and social systems, and to transform roles and institutions.

It is our response to the anti-institutional culture that extends throughout our country resisting the need of norms, systems of roles and recognition of limits, that make social cooperation possible.

Therefore, InnovAcción offers learning experiences to leaders, organizations, and to any person who desires to achieve greater capacity to act creatively in the evolution of his/her role in his/her life, contributing to the transformation of his/her institution and society.

We have carried out eighth international yearly conferences **Leadership for the Transformation® in Life and the Institution**, three international yearly conferences **Femininity • Leadership • Authority • Masculinity** (FLAM in Peru) and several training workshops in Consultancy for Institutional Transformation. All our learning models are experiential

InnovAcción has created an **Area of Consultancy**, that offers services to individuals and organizations that seek to be more efficient in accomplishing their goals.

InnovAcción's Consultants have been trained in diverse experiential conferences and in the Leading Consultation Programme organized by IFSI (Paris) together with European universities.

They have contributed to the development of experiential conferences in Australia, Cuba, France, Spain, and The Neaderlands. And they work in Consultancy to Organizations and Consultancy in Leadership with leaders in diverse settings.

Membership to InnovAcción is open to participants of our conferences and a process of learning from experience is permanently developing.

InnovAcción works in cooperation with the International Forum for Social Innovation.

In our web page www.innovaccion-grupo.com you will be able to find testimonies of the experience of members who participated in our previous conferences, as well as the list of organizations where they come from.

The International Forum for Social Innovation (IFSI–FIIS)

Created in Paris in 1978, IFSI–FIIS has taken the task of facilitating social innovation and thus contribute to the institutional transformation of organizations: public or private enterprises, associations, public administration, teaching or educational institutions, whether religious or secular. IFSI–FIIS continues the Group Relations tradition initiated among others by W.R. Bion, Isabelle Menzies, A.K. Rice and P. Turquet, and inspired by Psychoanalysis and Open System theories, its specific contribution being the social dimension and the approach called Institutional Transformation (IT) which is the result of its work in economic, political, and social environments. During these years, IFSI–FIIS has had an impact in several countries developing and conducting different conferences on topics of

Authority, Leadership and Transformation, and other related issues, in collaboration with universities and other organizations.

During these years, IFSI–FIIS has had an impact in several countries developing and conducting different conferences on topics of Authority, Leadership and Transformation, and other related issues, in collaboration with universities and other organizations. Since 2001 it has a training programme for Managers and Consultants (Leading Consultation, M.Phil, Ph.D.), currently with the University of Bath (UK).

Administrative Information

Date and Time of the Conference The conference will begin on Friday, October 21st, 2011, at 13:45 and will end on Wednesday, October 26th, 2011, at 13:00.

Location *La Casona de Los Cóndores*, Chaclacayo, Lima
Telefax: (51 1) 358 2427 / 497 2538

Cost The cost for the participation in the Conference is:
US\$ 1,780 in double-room occupancy (IGV included);
US\$ 2,030 in single room (IGV included).

Registration until September 21, 2011, has a reduction of US\$ 180.- (Applies date of the bank deposit).

This amount includes the participation in the Conference, the hotel accommodation in a single bedroom and all meals starting with the coffee break in the afternoon of October 21th, and concluding with the lunch of October 26th, 2011.

Payment The total cost for the participation has to be paid before the beginning of the Conference. The receipt for the payment will be issued once the payment has been completed.

Bursaries A limited number of bursaries may be available in special-need cases. For information write to: becas@innovaccion-grupo.com

Cancellations In case of cancellations of the registration after October 3rd, 50% of the registration fee will be charged. In case of cancellations after October 11th 2011 the total amount of the fee will be charged, and no refund will be made.

Number of Participants Due to the nature of the Conference, the number of members will be strictly limited to 36.

Pre-registration In order to secure participation, pre-registration is recommended. A US\$180 deposit, deductible from the total fee, is required for this purpose. (Refer to the conditions of the pre-registration in the *Registration Form*).

For registration and further information please contact: **InnovAcción: Grupo para el Diseño y Transformación Institucional**

Pre-Conference Coordinators:
María Isabel Cigüeñas
María Pía Tomatis:
informes@innovaccion-grupo.com

Louise Edberg:
louise.edberg@organisationspsykologerna.se
(further details in the backcover)

Ninth International Experiential Conference
Leadership for Transformation® in Life and the Institution
October 21st to 26th, 2011, *La Casona de los Cóndores, Lima*

REGISTRATION FORM

1. Registration Form:

Name(s): _____

Surname: _____

Age: _____ Gender: _____ Race or Ethnicity: _____

Nationality: _____

IDI or Passport: _____

Title: Dr. Mr. Mrs. Other _____

Occupation: _____

Organizational Affiliation, Work Place: _____

Work Address: _____

Ph.: _____ Fax: _____

E-mail: _____

Private Address: _____

Ph.: _____ Cel.: _____

E-mail: _____

I heard about the Conference through: _____

People you know, of whose participation in this Conference you are aware of
(this information is needed to form groups): _____

2. Additional Information:

2.a Main functions and responsibilities:

2.b Past work experiences:

2.c Previous experience in conferences/experiential conferences

None 1 2 3

When and where?: _____

Organizing institutions: _____

3. Practical Information:

3.a Language skills:

Spanish Native speak & understand understand

English Native speak & understand understand

Other: _____

3.b Do you have any medical condition requiring a specific meal plan: _____

3.c Addresses to be used:

At what address do you wish to receive communications from InnovAcción and from members of the Conference?

Work address Private address

4. Cost of the Conference:

The cost of the Conference is:

US\$ 1,780 in double-room occupancy (IGV included);

US\$ 2,030 in single-room (IGV included).

Payment until September 21st, 2011 (date of the deposit) will have a deduction of US\$ 180.-

These prices cover participation in the Conference, lodging and full meals beginning with a coffee break in the afternoon of October 21st. and finishing with lunch on October 26th.

All members who receive bursaries, or who pay in parts, will stay in double-occupancy rooms.

Once the registration form is received, InnovAcción and IFSI will reserve the right to accept it.

5. Pre-Registration:

A US\$ 180 pre-registration deposit is accepted. This amount will be deducted from the total price in case registration is effective. The pre-registration fee will ensure the reservation of a place at the Conference until October 2nd. After that date, Innovación will be free to use the space otherwise. The amount of the pre-registration fee will not be reimbursed if participation is not effective.

By this Registration Form I request to participate in the VIII Conference "Leadership for TransformaCtion® in Life and the Institution" organized by InnovAcción in cooperation with IFSI. I understand that this registration form constitutes a contract between InnovAcción and myself and that it authorizes InnovAcción to lead the Conference as described. I hereby attach to this application the documentary proof of the payment of the pre-registration fee or of the full cost of the Conference. I also accept that if I cancel

my participation in the Conference after October 3rd., 2011, 50% of the cost of the Conference will be levied and that if I cancel my participation after October 11th the whole cost will be levied and there will be no reimbursement whatsoever.

Date: _____ Signature: _____

6. Form of Payment:

- Bank deposit made to the account of: InnovAcción Grupo para el Diseño y Transformación Institucional, Banco de Crédito BCP; Cta. Cte. US\$ Nº 194-1409139-1-36, CCI 002-194001409139136-98
- Deposits from abroad: SWIFT CODE: BCPLPEPL / Jirón Lampa 499, Lima 1, Perú.
- VISA Credit Card Nº: _____
Date of expiration: _____
(Payments using credit card will be subject to charges of a 4.5% commission)
- Check written to the order of: InnovAcción Grupo para el Diseño y Transformación Institucional.
- I request an invoice extended to:
- Name of the firm: _____
RUC: _____
Address: _____

Please send this registration form duly signed along with the documentary proof of payment clearly stating the name of the participant to: informes@innovacion-grupo.com or by postal mail to: María Pía Tomatis, Av. Armendáriz 147 – 4B Miraflores, Lima 18, Perú, or by Fax: (51 1) 372 2638

7. For further information contact the Pre-Conference Coordinators:

María Isabel Cigüeñas / María Pía Tomatis
informes@innovacion-grupo.com
www.facebook.com/Innovacion
(51-1) 97557-7660 RPM #442233

InnovAcción:
Grupo para el Diseño y
Transformación Institucional

Pre-Conference Coordinators:

María Isabel Cigüeñas
María Pía Tomatis
Celular: (51 1) 975 577 660; RPM # 442233
Fax: (51 1) 372 2638
E-mail: informes@innovaccion-grupo.com

International Forum for Social Innovation

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In Strategic Alliance with



Lima, Perú

