

The Craighead Institute



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LEARNING OURSELVES

A series of seminars designed to stimulate and energise independent consultants

WHO ARE WE?

The Craighead Institute supports individuals and organisations to use their values or their faith to best effect in working towards a more just world.

We are committed to giving consultants opportunities to learn about and to discuss new ideas and approaches and examine the work that they do, in the light of them.

WHAT ARE WE OFFERING?

We are offering a series of seminars throughout 2009, which are aimed at encouraging experienced consultants to keep learning and improving their practice.

WHO ARE THEY FOR?

The seminars are aimed at experienced consultants seeking to make a real difference through the work they do with organisations and who want to keep improving their skills and their practice.

THE PROGRAMME

Seminars 1 and 2: **Reflective Practice**

Thursday 12th February 1- 5pm

Thursday 19th March 1 – 5pm

The first two seminars offer an opportunity to increase your capacity to reflect effectively in the middle of challenging actions. Using a practical application of Action Science (a strategy for increasing the skills and confidence of individuals in groups to create any kind of organization and to foster long-term individual and group effectiveness) we will form ourselves into a learning community.

Using two instruments 1) The Left Hand Column. 2) The Ladder of Inference, we will co-consult one another as we learn to be more effective in resolving work-based challenges and dilemmas. Participants will be required to read two articles on the topic and to present a case from their work experience.

You will leave these modules with an increased ability to reflect deeply and a robust framework for helping self and others deal with difficult organisational situations.

Seminar Leader

Dr Michael Butler-Burns is an Organisational Development Consultant who has studied Leadership Working and Consultancy Practice and Theory in Boston, USA. He specialises in developing frameworks and practices which enable consultants to reach a deeper understanding of complex problems and increase the likelihood of effective action.

Seminar 3: **Psychodynamic and Systemic Understandings of Leadership**

Thursday 7th May 1-5pm

Contemporary leaders face a complex task as they attempt to take up their role in the context of rapidly changing environments and increased interdependencies. Being aware of the processes affecting the psychodynamics of themselves, their working relations and their organisations becomes critical to their capacity to endure and become effective.

Contributions from psychoanalysis and systems thinking will be explored in relation to consulting to the leadership process. How do leaders affect their organisations and how do organisational systems affect them? What aspects of the leader's internal world have an impact on the way they take up their role and exercise authority?

The seminar aims to explore how these and other processes can become an important and lively part of consulting and make a vital contribution to the client's understanding of the task(s) and capacity to lead.

Seminar Leader

Derek Raffaelli is a freelance organisational consultant and psychoanalytic psychotherapist in private practice. He is involved with both public and for-profit organisations. He is the Director of the Bayswater Institute's annual Working Conference, Midhurst, West Sussex, is on the faculty of ProDev International, Utrecht and is currently working with Udviklingconsulenterne, Aarhus, Denmark on a major leadership development programme with a Scandinavian agri-business.

COSTS: £60 per seminar or £150 for all three.

TO REGISTER: please contact Esther McClure at 0141 332 2733 or estmcc26@aol.com by January 23rd.

For further information contact **Jo Kennedy** on 07958 762773 or jokennedy@blueyonder.co.uk