

# AD VEN IR

*Identities and Management  
Residential Conference October 7th - 11th, 2019  
Pointe-Noire, Republic of the Congo*

## Goals

Discovering what type of manager you are

Being efficient

Strengthening your abilities and learning how to manage complexity

Developing teamwork

Discovering your originality and your added value

Developing your authority

Exploring the mental representations that shape and sometimes trap you

Finding out what kind of leader you are

Learning how to transform the roles you take in your organization and transform it in turn

## Target Audience

Directors / Business Leaders

Managers, Intermediate positions,  
Team or Department Head

Employees aspiring to management functions

Entrepreneurs, Consultants, people practicing liberal professions

Opposite some of the themes that will be covered in the ADVENIR - Identities and Management conference.

This conference offers the necessary containment to explore these topics. This will allow everyone to deepen one's own knowledge of organizations and to undertake the transformation of their own institution upon their return.

It is an innovative conference whose staff members are consultants from around the world. It is also an invitation to encounter executives and leaders from Europe and

Registering to the **ADVENIR - Identities and Management** conference is **the first act of authority and transformation** to which we invite you.

# ADVENIR Identities and Management

**ADVENIR** is a word that expresses the future, a word that carries **a conference looking towards the future to start creating it.**

Today Africa is an indisputable force in power, it is the continent of all possibilities, it is a look to the future and to the fields of possibility open to us and **it is in Africa that the future is being built.**


Advenir means going ahead, coming, discovering and from there deciding how to build the future together. Advenir also means reaching; arriving; occurring; happening within a sequence of events.


**It is about coming** and working together in all humility.

**It is not about learning** a new method or technique that has made its proofs and grafting it wherever possible.

**This conference is a project of discovery and encounter.**

**It will provide an opportunity to explore group dynamics, so often forgotten in a company's life, and in this way to better understand the role of management connecting it with identity.**






**Identity** is what defines us, it is partly anchored in us and at the same time in motion. Gender, language, nationality, origin, background... represent an identity. In human science the identity of a group is by definition something in the making. Those who compose it, their learning, their goals can change and develop over time. Our experience, our work and our practice have taught us that at deep within an organization lie the identity elements; created by all the people who compose it and by the context. Then, starting from this initial identity, the life of this organization will create its own culture, finally identity and culture will allow to identify its fundamental principles and values.

**Management** defines the action of directing, it consists of the body of knowledge about the organization and the management of a business (an institution, an NGO, a group). Management practice is not just about technical elements, about the learning related to the simple realization of a

product; to apprehend the latter, we must integrate this fundamental succession: identity, culture, values. It is then up to the management to understand, develop and transform these elements to continue to live. The institutional dimension carries with it the experience of top management, that of complexity. Top management is made of observation, understanding, reflection and also emotions: all these elements are present in this type of conferences.

Management and leadership deal with humanity and first refer to the each other's uses and to our mentalities. Organizations live, often unknowingly, on their identity. The point will therefore be to discover and to work together to a cultural management model in Africa, with Africans who live and work in Africa, with Africans from the diaspora and with Europeans.

These are all the things we invite you to come and explore.



# Conference's primary task

**The primary task of the “ADVENIR – Identities and Management” conference is to give members the opportunity to learn and transform, through experience.**

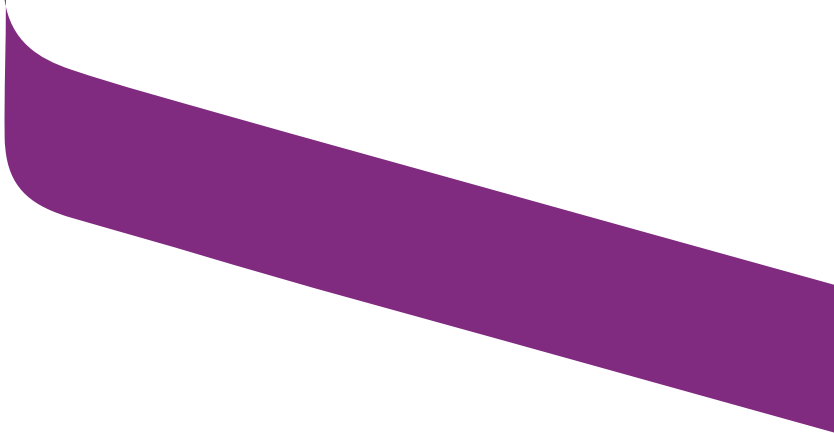
It is thus a matter of inviting the members, through their experience within the temporary institutional system that the conference represents, to explore the way they take their authority and exercise their leadership, in liaison with their management patterns and their identities, in different circumstances.

**This definition of the primary task allows all participants, members and staff, to know what is involved in the work of the conference and what is left out.**

Thus, the conference's members will be able to explore on which basis the roles they take on in their institution(s) lie:

- those they may be induced to repeat - sometimes without realizing it- from one institution to another
- **the gap between the role they want to take on, the one that we expect them to take on and the one they actually take on**
- their authority-taking within the system, whether they are managers or exercise another type of responsibilities
- their exercise of leadership, explored and developed through the experience they have within the conference and in relation to the other participants, members and staff
- their understanding of management, by further integrating the nature of the conscious and unconscious dynamics that cross all human systems.

As such, they will be able to reflect on the notion of teamwork, on the differences' consequences and implications (gender, language, nationalities, generations, cultures, roles ...) and thus to better discern their originality and to collectively work on the necessary innovation for any institution's life. With this exploration, right from the beginning of the conference, they also will be able to live the transformation of their role while measuring the consequences of this journey. Indeed, the conference is designed to give the possibility of a constant back and forth between experience, learning and transformation of the role lived collectively within working events. This is what we call the Transformation process, with its moments of progressions and others of regressions.



From the transformation of their role, the conference's members will also be able to explore the transformation of the system and subsystems they will constitute in the conference and, therefore, reflect on that of their own institution.

Thus, the exploration of the political, psychic and spiritual dimensions of the conference will lead participants to transform their mental representations and to renew their responsibility-exercising in their own work system. In this way, they will discover their real capacity to be co-authors of their institution.

## Methodology

The conference methodology is based on the concept of Institutional Transformation. It is about developing one's authority and one's capacity of management and of role-taking, in systems and subsystems governed by boundaries of time, territory and primary task, which represent the learning primary objectives.

The conference will alternate two types of events: experiential ones, which allow to learn through the experience of the "here and now" as well as reflection ones, which make it possible to understand and interpret the work of the participants.

In this context, members will be invited to put identity and management at the heart of the work. It is about living them as the key elements of institutional role-taking.

The conference is considered a temporary institution which starts on Monday October 7th, 2019 at 14:00 and ends on Friday October 11th, 2019 at 16:30.

# Conference Program

|                | Monday 7 <sup>th</sup> | Tuesday 8 <sup>th</sup> | Wednesday 9 <sup>th</sup> | Thursday 10 <sup>th</sup> | Friday 11 <sup>th</sup> |
|----------------|------------------------|-------------------------|---------------------------|---------------------------|-------------------------|
| 8.00<br>9.00   |                        | MISS                    | MASS                      | MISS                      | SP                      |
| 9.30<br>10.30  |                        | MASS                    | MISS                      | MASS                      | GAT                     |
| 11.00<br>12.00 |                        | MASS                    | MASS                      | SI                        | SP                      |
| 12.00<br>14.00 | LUNCH                  |                         |                           |                           |                         |
| 14.00<br>15.00 | SP                     | SIS (P)                 | SI (P)                    | SI                        | GAT                     |
| 15.30<br>16.30 | MISS                   | SIS                     | SI                        | GAT                       | GAT                     |
| 17.00<br>18.00 | MASS                   | SIS                     | SI                        | SI                        |                         |
| 18.30<br>19.30 | MISS                   | GAT                     | GAT                       | SI (P)                    |                         |
| 19.30<br>21.00 | DINNER                 |                         |                           |                           |                         |
| 21.00<br>22.00 | MISS                   | SIS                     | SI                        |                           |                         |

# Conference's structure

Each kind of event has got a primary task designed in coherence with that of the conference:

## Plenary Sessions (SP):

To reflect on expectations and / or experiences lived in the conference as a whole.

## Social Micro System (MISS):

To explore the experience lived in the small study system.

## Social Macro System (MASS):

To explore the experience lived in the large study system.

## Inter-Systems Events (SIS):

To explore the relations between the systems formed by the members. Inter-Systems events start with a plenary session.

## Institutional System (SI):

To explore the nature of the relations between members and management (constituted by part of the staff). Institutional System Event starts and ends with a plenary session.

## Transformation Analysis Group (GAT):

These sessions give members the opportunity to reflect on their lived experience and on the roles taken on within the conference in order to achieve their transformation, first in the conference and then back in their institutions.

# Conference's management and staff

## **Leonardo VENEZIANI**

### **Conference Director**

Conseiller de synthèse et directeur associé, cabinet de conseil Avutann, Paris(FR)-Torino (IT) ;  
Président Exécutif et Membre Fondateur de Motus ;  
Directeur de la Revue Internationale de la Transformation Institutionnelle ;  
Membre du Comité Scientifique Stratelio ;  
Consultant certifié en Transformation Institutionnelle (Leading Consultation, Programme 2 - IFSI-FIIS).

## **Philippe LAWSON**

**Conference Associate Director** Consultant-Coach, né à Lomé et installé à Paris ;  
Fondateur du cabinet OTHERNESS, Advisers in Leadership & Transformation et Directeur de l'espace Philippe Lawson, culture, création et conseil, Paris.

## **Minkoro KONATE**

### **Coordinator**

Diplômé en Sciences Economiques (Master 2 en gestion d'entreprise) de l'Université de Bamako (Mali) ;  
Consultant et formateur en management de projet ;  
Consultant et formateur Ms Project & Excel avancé ;  
Country Manager, au Congo, du cabinet Trainis, spécialisé dans la formation professionnelle et continue des cadres et agents en Afrique et à Paris.

## **Angelica Palma STURIALE**

### **Coordinator**

Psychologue, Ph.D en Psychologie de la santé et de la qualité de la vie ;  
Formatrice et coach certifiée ;  
Responsable du registre professionnel des formateurs OPPIForma ;  
Consultante Avutann ;  
Maître de Conférence auprès de la Faculté d'Infirmiers et Dental School - Université de Turin ;  
Membre Fondateur et Trésorière de MOTUS ;  
Membre de IFSI-FIIS ;  
Membre d'OPPI ;  
Membre du Comité Scientifique de la Fondazione Principessa Laetitia.



The number of managers-consultants will be adjusted to the conference recruitment and to the number of members; they will be selected among the following people:

### **Béatrice DEPEURSINGE-BURRI**

Consultante et sophrologue ;  
Ancienne dirigeante d'institutions médico-sociales ;  
Consultante certifiée en Transformation Institutionnelle (Leading Consultation, Programme 2 - IFSI\_FIIS & University of Glamorgan, UK);  
Membre de MOTUS.

### **Christian Kader KEITA**

Consultant et Manager de transition expert en Contrôle financier et contrôle de gestion Industriel au sein de grands acteurs du CAC 40 ;  
Secrétaire Général et Directeur de la Communication du RICE (Réseau International des Congolais de l'Extérieur) ;  
Consultant - Directeur associé du cabinet Avutann ;  
CEO de Luxury and Cab Conciergerie de Luxury ;  
MBA (Management & Finance), au sein de John Molson Business School (Concordia) à Montréal (Canada).

### **Minkoro KONATE**

### **Philippe LAWSON**

### **Peliwe MNGUNI**

Associate Professor in the Graduate School of Business Leadership at the University of South Africa ;  
PhD in Leadership and Organisation Dynamics from Swinburne University of Technology in Australia ;  
Psychodynamically oriented organisational consultant ;  
Research and coaching practice focuses on Women in Leadership ;  
Served as staff in group relations conferences in South Africa, Peru and France ;  
Won two international awards, namely, the Harold Bridger award in 2011 and the Excellence in Organizational Scholarship award from the Centre for the Study Organisational Change, University of Missouri, and Columbia, in 2013.

### **Lisbeth SÁNCHEZ TORRES**

National Director of AFS del Peru Programas Interculturales ;  
Scholar by the American Field Service, Minnesota, USA ;  
Sociologist. Psychoanalytic psychotherapist ;  
Certified Consultant in Synthesis, Leadership and Institutional Transformation, (IT) by the Leading Consultation Program 4, I.F.S.I. Paris ;  
ICC Coach. Intercultural Learning Educator & certified Trainer by AFS Intercultural Programs, New York ;  
Consulting specialist for individuals and institutions in crisis within intercultural learning and other life journey experiences ;  
Projects Director at InnovAccion, Grupo para el Diseño y la Transformación, Peru.

### **Gagandeep SINGH**

PGP ( Post Graduate Programme) Indian Institute of Management (IIM), Ahmedabad;  
Consultant with organizations on managing change, alignment, transformation, and organization development;  
Anchors interventions on leadership and coaching;  
Visiting faculty for IIM Ahmedabad, INSEAD and ISB ;  
Co-founder and director, Reflexive Lens Consulting Limited.

### **Angelica PALMA STURIALE**

### **Leonardo VENEZIANI**



## Staff's role

The staff fulfills two roles in the conference.

Firstly, they act collectively as management. Thus they take on the responsibility for holding and managing the boundaries of the conference, so that members can engage in the different events, to confront themselves to the primary task of the conference and answer it. In this context, the resource coordinators of the conference are the privileged interface between staff and members. Delegation of roles and responsibilities within the staff is open to exploration. In certain events and under certain conditions, management will be public and shared with members.

Secondly, staff members intervene as consultants during the working events. In this role, they offer their own perception and lived experience as they occur in the work, in order to encourage members to do the same and thus to dare their learning of transformation.

Finally, the staff meets in specific sessions to exchange, explore and optimize the resources offered to members in the pursuit of their work.

## Languages used during the conference

Given the international nature of the conference, two languages will be used:

French and English.

Staff members speak in one or both of these languages.

The use of other languages is open to exploration.



# Administrative Information

## Dates

The conference will begin Monday October 7th, 2019 at 14:00 and will end Friday October 11th, 2019 at 16.30.

## Location

The conference is residential.

It will be held at:

L'Orchidée Hôtel

Avenue Emeraude, Centre ville

Pointe-Noire, Republic of the Congo

## Registration fees

€ 2,500 or 1,640,000 F CFA

for institutional participants (companies, public and parapublic agencies, administrations, associations...).

€ 1,600 or 1,050,000 F CFA

for individual participants residing in Europe (independent consultants, self-employed professionals, individuals...).

€ 1,143 or 750,000 F CFA

for individual participants residing in Africa (independent consultants, self-employed professionals, individuals...).

These amounts include conference registration fees, meals and accommodation.

## Bursaries

In limited numbers, bursaries funded by Motus may exceptionally be awarded in order to cover part of the registration fees for those who, for personal or professional reasons, may not be able to pay the full amount. Please contact us.

## Application form

It must be returned duly fulfilled to confirm the application. It will be accompanied by fees' payment before September 6th, 2019. Members will then receive additional practical details regarding the access to the conference venue and hotel logistics.

## Cancellation

In case of cancellation after September 6th, 2019 the booking fee will be due and cannot be refunded, unless the registration cannot be accepted due to a lack of space or any other specific reason (bursaries...). In case of defection after September 6th, 2019 full registration fees are due to Motus.

## Method of payment

All payments will be made in CFA Francs or in Euros by bank transfer free of charge for the payee.

MOTUS

IBAN: IT63G0200801007000104385527

BIC SWIFT: UNCRITM1807

Reason: Registration fee - conference

ADVENIR 2019

For any additional information, please contact:

### **Minkoro KONATE**

Pre-conference coordinator

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### **Leonardo VENEZIANI**

Conference Director

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### **Philippe LAWSON**

Conference Associate Director

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## Phone contacts

**Brazzaville** (Republic of the Congo): +242 05 319 13 98

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**Turin** (Italy): + 39 349 373 1394

# MOTUS and the school of institutional Transformation

Since 2014 Motus has developed the Institutional transformation (T.I) in Italy through two particularly innovative annual conferences. Since 2017 Motus has taken a tremendous and fundamental role in the T.I school becoming the publisher of the first T.I journal (the International Review of Institutional Transformation), a multilingual and interdisciplinary publication open to all group dynamics' schools and dedicated to the disclosure of T.I and group dynamics theories.

Institutional Transformation is part of the *group relations'* tradition: it uses psychological and sociological reflections in group dynamics.

The central idea of this approach is that **conscious and unconscious emotions contribute to structure organizations and generate themselves the blockages** that organizations are victims of.

The development of this way of thinking is associated with the work of Wilfred Bion

(1961) who created a theory of group mentalities (called "basic assumptions") that **describes the unconscious processes in group functioning and dysfunction** within a social context.

Contemporary thinking is based on a broader and interdisciplinary approach aiming to study the psyche-social link as a way of understanding organizations and institutions' complex dynamics (emotional, relational and political).

The Tavistock Institute of London was the fundamental institution for the development and diffusion of these theories.

The "Institutional Transformation" theory and practice were launched by the International Forum for Social Innovation (IFSI) in Paris. While continuing the work of the Tavistock, it extended the approach by going beyond the explanation and analysis of group processes to address **the socially fundamental issue of institutional transformation and change**. In this, the Institutional Transformation School extends the tradition of the Group Relations School led by Wilfred R. Bion, Isabelle Menzies, A. Kenneth Rice and Pierre Turquet, while completing it.

The various international organizations supporting group relations and institutional transformation like Motus, Avutann and the other conference's sponsors share this common hypothesis: transformation is real and sustainable when one can go beyond rational thinking processes, using reflection on our individual and collective experiences (anchored in emotions). The many interventions in companies and institutions around the world constitute the proof of the importance of this approach.

# Our partners

