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TransformaCtion
International Forum
for Social Innovation

Build
Together

Annual International
Working Conference
on Authority
and Leadership

Saint Raphaël-Valescure
(Nice), France

4th

9th

April
2022



The International Forum for Social Innovation (I.F.S.I.)

I.F.S.I. has given itself the task of promoting social innovation and contributing to the transformation of institutions including private or public institutions, administrations, associations, educational or health organizations whether secular or religious, etc.

As such, I.F.S.I. carries on the tradition of the School of Group Relation led mainly by Wilfred R. Bion, Isabelle Menzies, A. Kenneth Rice and Pierre Turquet. However, it builds upon the Psychoanalytic and Open Systems theories with a societal dimension and approach known as Institutional Transformation (IT), emanating from its work in political, economic and social spheres.

Every year since 1978, I.F.S.I. has organized an Annual International Working Conference in France around the themes of authority, leadership and transformation, and in 2005 it was coined the TransformaCtion® conference. For many years, I.F.S.I. has also been developing and conducting conferences abroad

in partnership with universities and other associations on similar and complementary themes.

Since 2001, I.F.S.I. has led a training program for managers and consultants known as Leading Consultation (M.Phil., Ph.D.), in conjunction with the Business School, University of Glamorgan, followed by Hull University and then with the University of Bath (United Kingdom). Leading Consultation 7 is under preparation.

Last but not least, since January 2004, I.F.S.I. created and has been running a new annual international working conference on the themes of femininity, leadership, authority and masculinity, known as F.L.A.M.

At last in 2012, I.F.S.I. has created with the Consultation Center for Live at Work (C.C.V.T) the week- end conference : Identity, Role and Work.

42nd Annual International Working Conference
Saint Raphaël-Valescure (Nice), France

- What is **social innovation** and how to use it as the main transformation vector of our institutions?
- How to **initiate**, to **contribute** to and to **lead** the transformation of your institution?
- How to exercise your **leadership**?
- How to work in a team with **authority** and **complementarity**?
- How to take into account the **personal** and **collective dynamics** which are shaping our working systems?
- How to **overcome** your resistances, **boost** your creativity and **increase** your efficiency?
- How to **build** globalization **together**, with our differences?

Forum International de l'Innovation Sociale
International Forum for Social Innovation
Foro Internacional para la Innovación Social

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site internet: ifsi-fis-conferences.com

These questions — and many more stemming from our professional lives within our institutions — are the central themes of the Annual International Working Conference. **TransformaCtion®**.

This conference was developed to give free rein to the lived experience and offers a space and a framework for learning and creating opportunities to :

Overcome — the obstacles that hinder you in your professional and social life.

Explore — the kind of roles you take or have taken within your various institutions.

Understand — why you take these roles or why you feel the need to.

Initiate —the transformation of these roles without waiting for the end of the conference.

Strengthen— your authority when exercising your leadership.

Discover —the right dosage between verticality and horizontality, hierarchy and collegiality, followership and leadership, power and authority, confrontation and care.

And therefore prepare the transformation of your institution, once out of the conference.

Registering for the TransformaCtion conference would be your first act of authority and transformation for this conference.

Primary Task of the Conference

The conference is designed to give members the opportunity to “build together”, learn social innovation and transform, by experience, the way in which they take authority, and exercise leadership and management, using the conference setting as a temporary institutional system.

The above definition of the primary task enables participants (members and staff) to discern and link the work within the conference to the work outside of it. As a result, the conference members will be able to explore the basis of the roles they take within their institution(s), including :

- 1 The roles they might repeat, unknowingly, from one institution to another.
- 2 The difference between the role they think they take, the role given to them by the system and the role they actually take.
- 3 The authority they take within the society and their working system.
- 4 The leadership they exercise, as it is explored and developed through the conference experience and in relation to the other participants (members and staff).
- 5 Their understanding of social innovation and management, by the increased involvement of the conscious and unconscious dynamics that take place across all human systems.

As such, participants will be able to reflect on the notion of teamwork and on the consequences and implications of peoples' differences such as gender, language, nationality, culture, color, sexual orientation, religion, social origins, professional activities etc. They will therefore be better able to discern their originality and to work collectively on social innovation - an essential part of every institution.

Based on this learning by experience, they will also be able to experience a transformation of their roles during the conference, and to measure the consequences of this process.

This is what we refer to as the process of **TransformaCtion®**, with its highs and lows, zigs and zags – all these moments of progression as well as regression.

As roles are transformed, the conference members will also be able to explore the transformation of the system and sub-systems which they will form and, from there, reflect upon the transformation of their own institution.

As a result, the exploration and discernment of **the political, psychic, spiritual and impulsive dimensions** of the system will lead the participants to transform their representations of their own working systems, and to renew the manner in which they carry out their responsibilities. In so doing, they will discover their true capacity to be **co-authors of their institution**.

This year, the conference is structured in two sub-systems:

The **Access Sub-Conference** is offered to those who are participating for the first time in this type of conference, or those who would like to renew the experience. It gives the possibility to focus on discernment and transformation of the individual role within the institution.

The **Elaboration Sub-Conference** is offered to those who have already participated at least once in this type of conference and wish to deepen their experience and explore the role they will take, not only as a person but also as a member of a working-system.

Methodology

The conference is considered to be a temporary institution which begins on **Monday the 4th of April 2022 at 1:45pm and ends on Saturday the 9th of April at 1:00pm**.

The methodology is based on **learning by experience**. The conference is open, in the sense that it does not prescribe what one should learn: since each person makes their own discovery.

The attention and the work involved are focused on groups as systems and not on their constituent individuals. This approach sheds light on the **conscious and unconscious processes** characteristic of any institution.

Conference Structure

Each session type relates to a primary task that is consistent with the primary conference task:

1 Common Sessions

— Plenary Sessions (OP/FP) :

Reflecting on the expectations and / or lived experiences of conference as a whole.

— Social Micro Systems (MISS) :

Exploring the lived experience in the micro systems, composed either by the Access members -MISS(O)- or by the Elaboration members -MISS(E)-.

— Social Macro System (MASS) :

Exploring the lived experience in the macro system.

— Institutional System (SI) :

Exploring the nature of relationships and dynamics between participants and the government (partly comprised of staff members). The Institutional System sessions begin and end with a plenary session.

2 Sub-Conference Sessions

2.1 Access Sub-Conference

— TransformaCtion® Study Groups (GET) :

Reflecting on the lived experience of their roles within the conference in order to prepare for the transformation of these roles, relationships and systems in the conference first, and then upon returning to their respective institutions.

2.2 Elaboration Sub-Conference

Participation in the Elaboration Sub-Conference is subject to the condition of having participated at least once in a conference organized by IFSI or by similar associations abroad.

Elaboration sub-conference provides a space to experience being in a median position in relation to two other sub-systems (staff and members of the Access Sub-Conference). It also provides the opportunity to assume collective authority and to exercise leadership as a sub-system.

Regarding the primary conference task,
Will this be done with responsibility,
complementarity and loyalty?

Will the members stimulate team spirit,
social innovation and the transformation
of the system they will build with the staff
and the access members...or not?

— Plenary Sessions OP/FP(E) :

1. At the beginning of the conference – reflecting on what being a member of the Elaboration Sub-Conference involves.
2. Towards the end of the conference, recalling and discerning the lived experience of the role taken by each Elaboration member, and reflecting on the professional application of this knowledge.

— Social Sensing Matrix (MRS) :

Exploring each member's feelings, free associations, dreams as well as daydreams (or waking dreams) and physical sensations in relation to the knowledge gained in the Elaboration sub-system on the one hand, and in the entire TransformaCtion® conference on the other.

— Roles Analysis Groups (GAR) :

Reflecting on their personal and collective experience and learning, along with discerning the role they are taking within the conference and the transformations they can achieve there, and back to their institutions.

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	Monday April, 4 th	Tuesday April, 5 th	Wednesday April, 6 th	Thursday April, 7 th	Friday April, 8 th	Saturday April, 9 th
09am -10am	/	MISS(O) MRS	MISS(O) MRS	MISS(O) MRS	MISS(O) MISS(E)	FP
10:30am -11:30am	/	MASS	MASS	MASS	MASS	GET GAR
12pm -1pm	/	MASS	MISS(O) MISS(E)	MASS		GET GAR
Lunch	1:45pm-2:45pm OP	.	.	.	.	.
3pm-4pm	MISS(O) OP(E)	SI(P)	SI	SI	GET GAR	/
4:30pm-5:30pm	MASS	SI	SI	SI	FP	/
6pm-7pm	MISS(O) MISS(E)	SI	GET GAR	SI(P)	GET FP(E)	/
Diner	.	.	.	.	.	.
8:30pm-9:30pm	MASS	SI	/	GET GAR	/	/

COVID-Free Notice

For strict sanitary reason, it is compulsory that staff members and participants are fully vaccinated.

Common Events

OP/FP : Plenary
MASS : Social Macro System
SI(P) : Institutional System Event (plenary)
SI : Institutional System Event

Access S-Conference

MISS(O) : Social Micro System
GET : TransformaCtion Study Group

Elaboration S-Conference

OP/FP(E) : Specific Plenary Session
MISS(E) : Social Micro System
MRS : Social Sensing Matrix
GAR : Roles analysis Group

Management and Staff Conference



Michaël Gutmann

**Conference Director,
Director of Access Sub-Conference**

Fondateur du cabinet de conseil Transmissions; Conseiller de synthèse, consultant et formateur certifié en transformation institutionnelle (LC4); Président d'IFSI/FIIS; Spécialiste de l'innovation sociale; Historien (Socialisme et Moyen-Orient); Entrepreneur; Photographe, Paris, France.



Louise Edberg

**Conference Associate Director,
Director of Elaboration Sub-Conference**

Certified Psychologist. Founder, CEO and Senior Organizational Consultant Arifana International AB. Member of IFSI, Praxis International Network, Praxis Comité de reflexion. Past President IFSI. Living in Stockholm, Sweden.



Sami Wong

Coordinator of the Pre-Conference

Sami Wong is the Research Director, APAC at Concept M Research+Consulting. She has over 18 years of cross-cultural, qualitative, depth-psychological experience working in the Asia Pacific markets and has gained extensive knowledge and insights into the region. Sami also is a practising Psychotherapist, with 14 years working with clients from various cultural backgrounds. She speaks several languages, including Mandarin, Cantonese and Japanese.



Andres Bernal

Coordinator of the Conference

Andres Bernal is a Colombian American professor of public policy at City University New York and a research fellow at the Global Institute for Sustainable Prosperity. He is a Senior Policy Advisor formerly working with United States Representative Alexandria Ocasio Cortez and an Associate Editor of the Money on the Left Editorial Collective. His research interests focus on leadership, heterodox economics, and the Green New Deal.

The consultant of the conference will be chosen among this international list:



Leila Djemal

Organization Development Consultant and Executive Coach; Co-Director and Instructor, Touch OFEK Courses & Workshops; Associate, A.K. Rice Institute for the Study of Social Systems, USA; Past Board Member, OFEK – The Israeli Association for the Study of Group and Organizational Processes.



Marco Meschini

Work and organizational psychologist, senior consultant in ISMO s.r.l. responsible for here and now products and methodologies, t-group trainer, systemic-relational psychotherapist, co-founder of Studio MA (clinical private practice).



Enrico Reo

Psychologist-Psychotherapist (Ph.D), Groupanalyst and Theatre Director; Board Member of "Explora", psychoanalytical association for the Trance Experience, Verona (Italy) ; Founder, President and Director of the "Nucleo Theatre of the Oppressed Verona"; Director of the Clinic "Oasi San Giacomo" (Verona), for treatment of young addicted persons ; member of the IFSI/ FIIS Board of directors; Former professional basketball player.



Evangeline Sarda

Evangeline Sarda, JD, she, her, hers, is an Associate Clinical Law Professor at Boston College Law School, Faculty Director of Leaders Entering and Advancing Public Service (LEAPS), and Co-Director of the Criminal Justice Clinic / Director of the Prosecution Clinic. She is a board member of both Group Relations International (GRI), and Centre for Social Dreaming (CSD), and a long-time member of the A. K. Rice Institute (AKRI) and several of its affiliates. She is Treasurer of the Research and Education Collaborative with Al-Quds University (RECA). She is of Philippine and Indian descent and was born and raised in the United States and currently resides in Massachusetts.



Iwona Soltysinska

Organisational Consultant, Executive Coach, Director of Development at Jagiellonian University Extension, Krakow, Poland. Psychologist (MA, Jagiellonian University), OD Consultant (MA, Tavistock & Portman NHS Foundation Trust), psychodynamic therapist (KCP) and certified coach (PCC, ICF), member of Hanna Segal Institute of Psychoanalytic Study, supporting member of PCCA, consultant to experiential groups and group relations conferences, PL and abroad.



Jorge Enrique Torralbas

Psicólogo, Máster en Psicología Educativa y Doctorante en Psicología Social. Jefe del Departamento de Formación Básica de la Facultad de Psicología, Universidad de La Habana. En esta institución es profesor de pregrado, docente en la Maestría de Psicología Educativa, así como del Diplomado de Psicología Social. Miembro de la Junta Directiva de la Sección InterCreAcción y de la Sociedad Cubana de Psicología; Miembro de IFSI/FIIS. Vive en La Habana, Cuba.

The international consultants' choice is under process.

The Role of the Staff

The staff exercises two roles during the conference.

Firstly, **they act collectively as a management and government body**. In so doing, they take on the responsibility of **maintaining and managing the boundaries of the conference**, so that its members can engage in the various sessions to confront and respond to the primary task.

In this respect, the conference resource coordinators are the only interface between staff and members. The delegation of roles and responsibilities within the staff is open for discussion. In some sessions and under certain conditions, the government will be conducted in public and shared with the members.

Secondly, the staff members intervene as consultants in the working sessions. In this role, **they put forward their own perception of the lived experience**, as they occur in the work. This is aimed at encouraging members to follow suit, and to venture putting their TransformaCtion® knowledge into practice.

At the end, the staff will come together, within the specific sessions to share, explore and optimize the resources offered to the members in the pursuit of their work.

The Languages used in the Conference

In light of the international nature of the conference, three languages are used :

French, Spanish and English.

The staff members speak in one or several of these languages.

Administratives Informations

Dates

The conference will begin on Monday the 4th of April 2022 at 1:45pm and will conclude on Saturday the 9th of April 2022 at 1pm.

Venue

This is a residential conference. It will take place in Saint Raphaël-Valescure, Nice at : **Hotel - Le Domaine de l'Estérel, 805 Boulevard Darby-Valescure 83700 Saint Raphaël**. Phone number: + 33 (0)4 94 52 68 00

Registration Fee

€3,500 (excluding taxes) for institutional participants (companies, public and "parapublic" institutions, administrations, associations, NGOs, etc.).

€2,500 (excluding taxes) for individual participants (independent consultants, liberal professions, private individuals etc.) With single-room accommodation.

€2,000 (excluding taxes) for individual participants (independent consultants, liberal professions, private individuals etc.) with double-room accommodation shared with another participant.

The VAT rate is 20%. In accordance with European law, this rate may be reduced for certain participants depending on their place of residence or other special conditions.

The fees include registration, meals and hotel accommodation.

The annual IFSI membership fee for 2022 must be paid (80 € VAT free). Participants coming from certain countries could be allowed to pay a reduced fee, as detailed in the table provided at the end of this brochure.

The annual APTI membership fee for 2022 (€10 VAT free) must be paid. APTI is an association that raises funds to allow students, people from the South or who are experiencing financial difficulty to attend conferences on Institutional Transformation.

The transport costs to get to the conference shall be borne by the participant.

Bursaries

A very limited number of bursaries, funded by I.F.S.I., may be issued on an exceptional basis to cover part of the registration fees for people who, for personal or professional reasons, are unable to pay the full amount. Please contact us regarding bursaries.

Registration Form

The form must be filled out and returned to confirm registration. It must be accompanied by a payment of **€1,400 deposit** before the 25th of January 2022. Registration fees must be paid in full before the 25th of February 2021. Participants will then receive additional practical information regarding access to the conference venue and hotel details.

Cancellation

In the event of cancellation after the 25th of January 2022, the deposit cannot be reimbursed, except in the event of over-subscription or other special circumstances (bursaries, etc.). In the event of cancellation after the 25th of February 2022, the entire registration fee will be charged.

Method of payment

All payments must be made in euros (€) :
by bank transfer, free of charge for the payee :

IBAN - International Bank account Number :
FR76 3006 6100 4100 0106 1180 188
BIC (SWIFT) : CMCIFRPP
CIC Paris, 2 Bd Raspail, 75007 Paris, France ;

-By cheque, payable to : Forum International de l'Innovation Sociale ;

-By credit card (VISA) ;

-By secure online payment through : www.ifs-i-fis-conferences.com/payment/



For participants residing in France,
this conference may be subsidized by employers
in accordance with French law on continuing education.

To complete the registration form, [please click HERE](#)

Michaël Gutmann
Conference Director

Louise Edberg
Conference Associate Director

Sami Wong
Pre-Conference Coordinator
Mail: samtoine@hotmail.com

For any other information please
contact:

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COUNTRY BAND A : 80 € / Full Dues

Andorra, Antigua & Barbuda, Aruba, Australia, Austria, Bahamas, Bahrain, Barbados, Belgium, Bermuda, Brunei, Canada, Cayman Island, Channel Islands, Croatia, Cyprus, Czech Republic, Denmark, Equatorial Guinea, Estonia, Faeroe Islands, Finland, France, French Polynesia, Germany, Greece, Greenland, Guam, Hong Kong, Hungary, Iceland, Ireland, Isle of Man, Israel, Italy, Japan, Korea Rep, Kuwait, Liechtenstein, Luxembourg, Macao, China, Malta, Monaco, Netherlands, Netherlands Antilles, New Caledonia, New Zealand, Northern Mariana Islands, Norway, Oman, Puerto Rico, Portugal, Qatar, San Marino, Saudi Arabia, Singapore, Slovak Republic, Slovenia, Spain, Sweden, Switzerland, Trinidad & Tobago, Taiwan (R.O.C.), United Arab Emirates, United Kingdom, United States, Virgin Islands (U.S.)

COUNTRY BAND B: 40€ / 50% Dues

Algeria, American Samoa, Argentina, Belarus, Bosnia & Herzegovina, Botswana, Brazil, Bulgaria, Chile, Colombia, Costa Rica, Cuba, Dominica, Dominican Republic, Fiji, Gabon, Grenada, Jamaica, Kazakhstan, Latvia, Lebanon, Libya, Lithuania, Macedonia, Malaysia, Mauritius, Mayotte Mexico, Montenegro, Namibia, Palau, Panama, Peru, Poland, Romania, Russian Federation, Serbia Seychelles, South Africa, St Kitts & Nevis, St.Lucia, St Vincent & the Grenadines, Suriname, Turkey, Uruguay, Venezuela, RB.

COUNTRY BAND C: 32€/ 40% Dues

Albania, Angola, Armenia, Azerbaijan, Belize, Bhutan, Bolivia, Cameroon, Cape Verde, China, Congo Rep, Cote d'Ivoire, Djibouti, Ecuador, Arab Republic of Egypt, El Salvador, Georgia, Guatemala, Guyana, Honduras, India, Indonesia, Iran, Iraq, Jordan, Kiribati, Lesotho, Maldives, Marshall Islands, Micronesia, Moldova, Mongolia, Morocco, Nicaragua, Nigeria, Pakistan, Papua New Guinea, Paraguay, Philippines, Samoa, Sao Tome & Principe, Solomon Islands, Sri Lanka, Sudan, Swaziland, Syrian Arab Republic, Thailand, Timor-Leste, Tonga, Tunisia, Turkmenistan, Ukraine, Vanuatu, West Bank & Gaza.

COUNTRY BAND D: 24€ / 30% Dues

Afghanistan, Bangladesh, Benin, Burkina Faso, Burundi, Cambodia, Central African Republic, Chad, Comoros, Congo De. Rep, Eritrea, Ethiopia, Gambia, Ghana, Guinea, Guinea-Bissau, Haiti, Kenya, Korea, Dem Rep; Kyrgyz Republic, Lao, PDR, Liberia, Madagascar, Malawi, Mali, Mauritania, Mozambique, Myanmar, Nepal, Niger, Rwanda, Senegal, Sierra Leone, Somalia, Tajikistan, Tanzania, Togo, Uganda, Uzbekistan, Vietnam, Yemen, Zambia, Zimbabwe.



**FOR STRICT SANITARY REASON, IT IS COMPULSORY THAT
STAFF MEMBERS AND PARTICIPANTS ARE FULLY VACCINATED.**