

## METHODOLOGY

The workshop methodology is based on concepts related to institutional transformation such as authority, transformation, management, roles, systems and sub-systems and the boundaries of time, task and territory.

The workshop alternates between two types of sessions. Firstly, the experiential session facilitates learning through the experience of the here and now. Secondly, the reflection session facilitates understanding and interpretation. The workshop will be developed along these lines, taking into account the conscious and unconscious dynamics of the workshop system and the different sub-systems formed by the participants.

This workshop is considered as a temporary institution. It commences on Saturday 11 March 2023 at 9:00 am and ends on Sunday 12 March 2023 at 1:30 pm.

## STAFF

**Inspirers**  
Raphaël Gutmann  
& Sylvie Toral

**Consultants**  
Michaël Gutmann  
& Louise Edberg

## ADMINISTRATIVE INFORMATION

### Dates

11-12 March, 2023

### Venue

60, rue de Bellechasse  
75007 Paris, France

### Fees

Individual: €300 (taxes included)  
Institution: €570 (taxes excluded)  
€684 (taxes included)

### Registration

**Due to limited space**, participants will be registered on a first come, first served basis. Please send your completed registration form together with a deposit of €120. In the event of cancellation the deposit cannot be reimbursed. If cancellation occurs after 6 March 2023, the entire registration fee shall be due.

## CONTACT

### Telephone numbers

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FORUM INTERNATIONAL DE L'INNOVATION SOCIALE

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# CCVT

The  
Consultation  
Centre for  
Life at Work

11<sup>th</sup> international  
workshop on  
institutional  
transformation

## Identity, Role and Work

# IRT

11-12 March 2023  
winter session



FORUM INTERNATIONAL DE L'INNOVATION SOCIALE  
INTERNATIONAL FORUM FOR SOCIAL INNOVATION

## THE FUNDAMENTAL TASK

The Consultation Centre for Life at Work, with the support of the International Forum for Social Innovation (Ifsi), cordially invites you to participate in the "Identity, Role and Work" (IRT) workshop. This workshop is aimed at exploring the possibility of transforming one's role at work, so that it resonates with the one's identity.

Identity is understood as the permanent character of an individual which makes him/her unique, distinguishable, and thus recognizable. It is a product of the individual's culture, values and experiences.

A role refers to the function and behaviour which an individual has or should have, due to his/her position in a given institution. A role is often formed by projections and can be positive or negative. In either case, individuals can get trapped in a role that does not necessarily correspond to their identity.

Therefore, the question is: how can I transform my role, and ensure that it corresponds with my identity within the institution? Work, as a concept, is defined as the institution and the place where professional relationships are established.

The IRT workshop provides the opportunity to reflect on the differences between these concepts and to gain deeper insight through experiential sessions.

## AGENDA

Saturday 11 March		Sunday 12 March	
		8.30 8.45	<i>Welcome</i>
8.45 9.00	<i>Welcome</i>	<b>8.45 9.45</b>	<b>SSM</b>
<b>9.00 10.00</b>	<b>PS</b>	9.45 10.00	<i>Break</i>
10.00 10.15	<i>Break</i>	<b>10.00 11.00</b>	<b>PS</b>
<b>10.15 11.45</b>	<b>Imagine your "identity, role and work"</b>	11.00 11.15	<i>Break</i>
11.45 12.00	<i>Break</i>	<b>11.15 12.15</b>	<b>TSG</b>
<b>12.00 13.00</b>	<b>Recognition</b>	12.15 12.30	<i>Break</i>
13.00 14.30	<i>Lunch</i>	<b>12.30 13.30</b>	<b>TSG</b>
<b>14.30 15.30</b>	<b>Associations and synthesis</b>		
15.30 16.00	<i>Break</i>		
<b>16.00 17.00</b>	<b>Recognition</b>		
17.00 17.30	<i>Break</i>		
<b>17.30 18.30</b>	<b>TSG</b>		

PS (Plenary sessions)

TSG (TransformaCtion® Study Groups)

SSM (Social Sensing Matrix)

### Plenary sessions (PS)

These sessions help participants to bridge the gap between the workshop experience and their everyday environment.

### Imagine your "identity, role and work"

This session is aimed at expressing the representations of one's identity, role and work using various cultural and artistic forms of self-expression.

### Associations and synthesis

This is a thought-provoking session that encourages participants to engage in free association using the words "identity", "role" and "work". The goal is to identify the links between these words and to uncover the main dynamics in the workshop system.

### Recognition

This session focuses on the "here and now". The goal is to use the lived experience of the participants in order to understand the conscious and unconscious dynamics among them.

### Social Sensing Matrix (SSM)

This session allows participants to explore the conscious and unconscious dynamics in the workshop system using their dreams, daydreams and physical sensations.

### TransformaCtion® Study Groups (TSG)

These thought-provoking sessions provide participants with the opportunity to examine their lived experience and assumed roles in the workshop setting, in preparation for a transformation of roles and relationships during the workshop, and then back in their own institutions.