

33rd ISPSO ANNUAL MEETING

GRANADA June 20th to 26th, 2016

Ethical Dilemmas in Our Global Era
Challenging psychoanalytical understanding of organizations



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Welcome



WELCOME FROM THE PRESIDENT

Dear Colleagues

Welcome to the 33rd Annual Meeting and Symposium of ISPSO. This year the symposium theme is

'Ethical Dilemmas in our Global Era: challenging psychoanalytic understanding of organizations'.

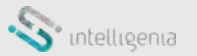
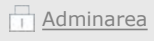
Participants in this symposium are invited to think deeply about the unconscious aspects of organizational life and to examine our own ways to apply psychoanalytic theory in our practice. A person's moral principles tell us something about their social world, while their ethics will be reflected in the way they put these principles into practice. Understood in this way, an *ethical dilemma* is faced in a person's practice when they are encountering a situation in which it is not clear what behaviors would be ethical. Such situations abound in an era of globalization that appears ever more precarious.

As we encounter the interface between psychoanalysis and ethics, we are surrounded and confounded by layers of uncertainty and internal instability. We are bombarded by concerns with growing financial inequalities, social class inequities, emigration and immigration, the chasms of cultural and religious differences, the threats of war and viruses, and the effects of terrorism. The precariousness of these turbulent times becomes the context for both personal and organizational learning. The papers and panels enable us to dialogue around the plethora of situations in which we confront ethical dilemmas.

Many congratulations go to Manuel Seijo Diaz and Muzaffer Mustafa who organized this exciting program on behalf of the Board and the membership of ISPSO. Following the ISPSO tradition, Manuel and Muzi have planned an exciting social program each evening. Our hosts created space to renew friendships, discover the activities of new colleagues, and enjoy interesting conversations while soaking up the culture in the extraordinary city of Granada. We are very grateful to our colleagues for bringing us together in this impressive environment and for all the efforts they have made in collaboration with their planning team.

With warmest wishes for a stimulating learning experience,

Carole Eigen, Ph
President, ISPSO



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News

7,15 bus to The Alhambra at the venue.

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Important dates



Early registration: From February 20th to April 1st, 2016.

Registration: From April 1st to May 30th, 2016

Late Registration: From June 1st to June 20th, 2016

Date of the Symposium: June 20-26, 2016

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Program



[PDW Program](#)

View complete PDW Program, [here](#).

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Dr. Farhad Dalal

Farhad Dalal PhD has been a psychotherapist and Group Analyst in private practice for almost thirty years; first in London, now in Devon, UK. He is a Training Group Analyst and supervisor for the Institute of Group Analysis, London. He also works with organizations. Currently, he is Visiting Professor and at the PhD School, Open University of Holland. Previously, as Associate Fellow, he was a faculty member of the Doctoral programme at the Complexity and Management Group within the University of Hertfordshire's Business School.

He has been studying and writing on the themes of psychotherapy, discrimination, equality and diversity for over twenty five years.

www.dalal.org.uk




Assoc. Prof. Oğuz Babüroğlu

Oğuz Babüroğlu is a Core Faculty member of the School of Management at Sabancı University in Turkey. He is one of the first practitioners of Action Research in the Country, a pioneering consultant in the development and implementation of micro-democratic communities, participatory decision-making processes and the owner of two consulting and executive training companies.



Dr. Shelley Reciniello

Shelley Reciniello has spent her 35 year career demystifying psychological and psychoanalytic principles, and providing people and organizations with thoughtful, practical information and methods to change their lives. Her companies have provided organizational consultation, leadership development, executive coaching, employee assistance programs and other services to leading corporations including Avon, Credit Suisse First Boston, Deutsche Bank, Morgan Stanley, and divisions of Exxon, Eastman Kodak, and General Electric, nationally and globally.

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PDW program Granada

Monday 20 June	Tuesday 21 June	Wednesday 22 June	Thursday 23 June
The clinical dimension of organizational consultation <i>Jerry Fromm</i>	An Intro to the Brain and Affective Neuroscience for the Psychodynamically minded <i>Maggie Zellner</i>	Innovation in networked organizations: discovering new sources for change <i>Phillip Boxer & David Naylor</i>	Introduction workshop for non members <i>Larry Hirschhorn</i>
Injustice: Emotions and psychodynamics <i>Richard Morgan-Jones, Grace Loseby and Chris Scanlon</i>	Shadow lines; navigating the gray areas of ethical consultancy <i>Francesca Cardona & Kay Trainor</i>	Therapeutic aspects of AOM Therapy <i>Oruc Guvenc & Azize Guvenc</i>	
Case conference on organization consulting and coaching <i>Larry Hirschhorn</i>	Designing and developing educational programs in systems psychodynamics <i>Wendy Harding & Debra Noumair</i>	Imagined objects, representation of the organization in the inner world <i>David Armstrong & Jan Baker</i>	
Adaptive Leadership in a complex and turbulent world: helping clients and consultants to lead change and survive <i>Mary Joyce</i>		Writing for publication - a crash course <i>Nadine Tchelebi & Aaron Nurick</i>	
An Intro to the Brain and Affective Neuroscience for the Psychodynamically minded <i>Maggie Zellner</i> in Spanish	Role analysis <i>Susan Long</i> plus translator		
		Organizational and Business Consultation from a Self and Relational Psychoanalytic Perspective <i>Thomas Hoffman</i> plus translator	

12 one-day workshops

2 two-day workshops

1 workshop during members day

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June, Monday 20th, 2016

1 DAY WORKSHOP

NAME	TITLE
Jerry Fromm	The clinical dimension of organizational consulting
Richard Morgan-Jones, Grace Loseby	Injustice: Emotions and psychodynamics
Larry Hirschhorn	Masterclass Organizational Consultation
Maggie Zellner	An Intro to the Brain and Affective Neuroscience for the Psychodynamically minded.

2 DAYS WORKSHOP (20TH AND 21ST JUNE)

NAME	TITLE
Mary Joyce	Leadership in a complex and turbulent world: helping clients and consultants to lead change and survive

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June, Tuesday 21th, 2016

1 DAY WORKSHOP

NAME	TITLE
Maggie Zellner	An Intro to the Brain and Affective Neuroscience for the Psychodynamically minded.
Francesca Cardona & Kay Trainor	Shadow lines; navigating the gray areas of ethical consultancy
Wendy Harding & Debra Noumair	[Designing and developing educational programs in systems psychodynamics

2 DAYS WORKSHOP

NAME	TITLE
Mary Joyce	Adaptive Leadership in a complex and turbulent world: helping clients and consultants to lead change and survive
Susan Long	Role analysis using the Grubb Transforming Experience Model <i>-plus Spanish translator</i>

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June, Wednesday 22th, 2016

1 DAY WORKSHOP

NAME	TITLE
Phillip Boxer & David Naylor	Innovation in networked organizations: discovering new sources for change
Guvenc & Azize Guvenc	Therapeutic aspects of Ancient Oriental Music & Movement Therapy
David Armstrong & Jan Baker	Imagined objects: representation of the organization in the inner world
Nadine Tchelebi & Aaron Nurick	Writing for publication - a Crash Course
Thomas Hoffman	Organizational and Business Consultation from a Self and Relational Psychoanalytic Perspective - <i>plus Spanish translator</i>

2 DAYS WORKSHOP (21ST AND 22ND JUNE)

NAME	TITLE
Susan Long	Role analysis using the Grubb Transforming Experience Model - <i>plus Spanish translator</i>

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June, Thursday 23rd, 2016

****Member's Day Program: Moving ISPSO towards the Future****

Morning: "To remain loyal to the future of ISPSO requires members to stay engaged in dialogue during tumultuous, fascinating and uncertain times. Together we are asking what has to happen inside of ISPSO to meet the challenges we are facing in the outside world." (President's Letter, Carole Eigen)

A) 09:30-11:00 The Board report to the Members: The goal is to make the sustaining structures and current objectives more transparent and available for interaction. The Board is 'piloting' a formal Annual Report that will be posted on the Member's Only section of the website. Coffee

B) 11:30-13:00 Re-designing spaces for dialogue: exploring the push and pull of desire and resistance to future innovations A User Friendly Listserv (Mary Joyce) Expanding the use of Social Media (Nicola Wreford Howard) Publishing in refereed journals and e-journals (Nadine Tchelebi Simon Western)

Lunch

Afternoon: "Many streams on the listserv start with concerns about political, environmental or economic disturbances and their effects both on persons and systems. To some this may seem outside our ISPSO purpose, yet it persists in our community, not only because global events affect some of our members quite substantially, but also because psychoanalysis has something to say" (listserv discussion, Susan Long)

A) 14:00-15:30 Working with real world challenges: an exploration of what motivates us to get involved and how we use psychoanalytic insight in our approach. Seeking political asylum in the USA (Barbara Eisold) Re-building after the earthquake in Nepal (Claudia Nagel) Repair after the terrorist attack in Norway (Renate Bowen)

Coffee

B) 16:00-17:30 Unexpected ethical challenges: there are agreed rules and then there are specific situations in which it is not entirely clear how we would apply them... A discussion inspired by the experiments of Milgram (administrating electric shock) and Zimbardo (role play of prison guards). (facilitated by Jeff Axelbank and Diane Gartland)

*Officers: President: Carole Eigen; President-elect: Simon Western; Executive Director: Fabio D'Apice; Secretary-Treasurer: Marc Maltz; Technology Officer: Andreas Amentas *Elected Board members: Jerry Fromm, Richard Morgan Jones, Steen Visholm, Kathy White, Larry Hirschhorn, Beth Neustadt

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June, Friday 24th, 2016

7.30-9.00: Registration

8.00-9.00: Social Dreaming

9.15-9.45: Welcome, Symposium Opening

9.45-11.15: **Keynote speaker Assoc. Prof. Oğuz Babüroğlu** Moderator Marina Mojovic

11.15-11.45: Coffee Break

11.45-13.15: PAPER SESSION 1

NAME	PAPER
Philip Boxer:	Questioning unconscious investment in 'turning a blind eye'. KEN EISOLD ROOM moderator M. G. Fromm
Judith Bell:	Relationships at Work. SUSAN LONG ROOM Moderator Niels van Steenbergen
Lionel Stapley:	'Diversity, Prejudice & Racism: Origins and potential cures, a neuroscience perspective'. KATHY WHITE ROOM Moderator John Smith
Thomas Kretschmar and Moritz Senarclens de Grancy:	The use of guided affective imagery to unveil unconscious ethics of corporate leaders. DAVID ARMSTRONG ROOM Elisabeth Henderson
Kate Dempsey:	"A force, not a labour, a struggle not a thoug TEXTO EN NEGRITA ht": Applying the concept of Duende to ethical dilemmas at work ROSE MERSKY ROOM Moderator Alicia Kaufmann

13.15-14.30: Lunch

texto en negrita

14.30-16.00: PAPER SESION 2

NAME	PAPER
David Armstrong:	'Psychoanalytic Study' and the Ethical Imagination; the making, finding and losing of a tradition KEN EISOLD ROOM moderator Susan Long
James Dalgleish:	Task as an ethical reference point in work-systems SUSAN LONG ROOM moderator R. M. Jones
Irina Izotova:	Emotional Communications of Transference and Countertransference as an Instrument of Working with Organizational Unconscious Defenses in the Format of Psychoanalytic Business Coaching. LARRY GOULD ROOM moderator Simon Western

[Rita Baddoura & Thibault de Swarte:](#) |Automated killing in the digital era: a psychoanalytical reflection on warfare drones and related ethical issues. **David Armstrong Room** Moderator Philip Boxer|

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[Thomas Hoffman:](#) Leadership is Cheating Management. **ROSE MERSKY ROOM** Moderator Dr. Claudia Nagel

14.00-16.30: Afternoon Break

16.30-17.45: PAPER SESION 3

NAME	PAPER
Ekaterina Mikhaylova & Joan Coll:	The Hate that cures. Conflict resolution in modern psychoanalytic school. KEN EISOLD ROOM Moderator Susan Khan
James Walker:	Optimism bias: governance with lack of presumed knowledge. LARRY GOULD ROOM Moderator aaron Nurick
Steen Visholm, Dorte Sandeager & Merete:	Networks, borders and boundaries KATHY WHITE ROOM Moderator Marc Maltz
Yvonne Web:	Falling through the gaps: working ethically across health and social boundaries. DAVID ARMSTRONG ROOM Moderator Heidi Rose
Mark Argent:	The madness of an election. ROSE MERSKY ROOM Moderator Elisabeth Neustadt

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June, Saturday 25th, 2016

8.30-9.00: Registration

8.00-9.00: Social Dreaming

9.15-10.45: Keynote Speaker Dr. Shelley Reciniello: "Upping Our Game: Making Psychoanalytical Insight Accessible and Engaging in the 21st Century" Moderate Marlen Spiro **texto en negrita**

1ttexto en negrita0.45-11.15 : Coffee Break

11.15-13.00: CREATIVE SPACES FOR REFLECTION AND THINKING

NAME	CREATIVE SPACE
Richard Morgan-Jones:	Learning from events, creating new possibilities. LARA committee meeting KEN EISOLD ROOM
Muzaffer Mustafa & Ekrem Ataer:	Partners Dining Table in The Tent of Humanity. KATHY WHITE ROOM
Antoaneta Mateeva:	New Members Space LARRY GOULD ROOM
Mark Stein :	Publishing papers in academic journals <SUSAN LONG ROOM
Muriel de Fabregues:	DAVID ARMSTRON ROOM
Itamar Rogovsky & Manuel Seijo:	Migrations, Cultures, Strangers and Feelings of Strangeness ROSE MERSKY

* **13.15-14.15:** Lunch

14.15-15.45: PAPER SESSION 4

NAME	PAPER
Simon Western:	The New Authoritarians: The Symbolic Rise of PC and PIC Culture. KEN EISOLD ROOM moderator Mark Argent
Alicia Kaufmann:	Pathway to Power in Politics.. Hillary Clinton under the lens of Organizational Role Analysis. SUSAN LONG ROOM moderator Halina Brunning
Rob Ryan	Fifteen words on a Portal - Ethical Dilemmas in a Government School LARRY GOULD ROOM Moderator Mary Joyce
Rachel Ellison	Learning from leaders in a conflict zone: A psychoanalytical inquiry into leadership within an international non governmental development aid context, embracing themes of: leading in times of crisis, political unrest, personal, tribal or national vulnerable KATHY WHITE ROOM Moderator M. S. de Grancy
Muriel de Fabrègues & Carlos Mario Alvarez:	Digital HR Practices and Unconscious: What's happening beneath the surface? DAVID ARMSTRONG ROOM Moderator James Walker

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Roger
Lehman &
Eric van de
Loo

ROSE MERSKY ROOM Moderator Barbara Eisold

* **15.45-16.15** : Afternoon Break

16.15-17.45 : PAPER SESSION 5

NAME	PAPER
Nadine Riad Tchelebi:	Whose Deontology? . Treating the Other with respect: When Swiss aid turned into Egyptian imposition. KEN EISOLD ROOM Moderator Derek Rafaelli
John Newton, Diana Dalton & Cathy Whelan:	Ethical Management as Meaning Making in a University SUSAN LONG ROOM Moderator Larry Hirschhorn
Richard Morgan-Jones:	Consulting to ethical responses to boundary violations in therapy organisations: an occupational hazard in need of organisational consultation. KATHY WHITE ROOM Moderator Renate Bugge
Sari S A. Mattila:	Understanding Difference: The Role of Ethics and Self-Awareness in Organizations. DAVID ARMSTRONG ROOM Moderator Lionel Stapley
Ajeet Mathur:	Skating on thin ice: . How to balance rights based public accountability, regulatory oversight as an obligatory governance function and the value of independence and peer evaluation in appointing judges and professors?. ROSE MERSKY ROOM Ken Eisold

17.45-18.15: Reflections of the day

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June, Sunday 26th, 2016

8.30-9.00 :Registration

8.00-9.00: Social Dreaming

9.15-10.45: * **Paper Session 6**


NAME	PAPER
Diane M. Gartland:	Reflections on Ethical Issues in Psychoanalytic and Psychological Organizations: The IPA/Cabernite and APA/Guantanamo Scandals KEN EISOLD ROOM moderator Jeffrey Axelbank
Jenny Smith:	The First Fleet: Australia's unconscious chosen trauma and its impact on its asylum seeker policies. SUSAN LONG ROOM Moderator Brigid Nossal
Mark Stringer:	Forsaken desires: The dark side of Employee Engagement. LARRY GOULD ROOM Moderator Birgitte Bonnerup
Muzafer Mustafa:	In-Between Paralyzed and Reflective Selves.. . A personal journey of understanding the question of Muslim woman identity in Turkish and Western contexts. KATHY WHITE ROOM Moderator Shelley Recinello
Elisabeth Henderson	Education for internalising Leadership integrity in a Compromised Society DAVID ARMSTRONG ROOM Moderator Ekaterina Michailova
Larry Hirschhorn:	Passion or Procrastination: The psychodynamics of big bet decisions ROSE MERSKY ROOM Moderator Kate Dempsey

* **10.45-11.15**: Coffee Break

11.15-12.30: **Keynote Dr. Farhad Dalal** The Ethics of Equality & Diversity in Organizational Lifexx

12.30-13.15: Symposium Reflections and Closing

13.15-14.15 : Lunch

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Committee



Marieke Van Dam, Manuel Seijo, Muzaffer Mustafa

Organizational Committee

Manuel Seijo Annual Meeting Co-Chair

Muzaffer Mustafa Annual Meeting Co-Chair

Marieke Van Dam PDW Chair

Antoaneta Mateeva, Moderators Coordinator

Ekaterina Mykhailova

Montse Espuñes

Agustin Galiana

Juan Carlos de la Osa

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Fees

Registration

Early bird ISPSO members: 500 € (between February 20th and April 1st)

Early bird non-ISPSO members: 600 € (between February 20th and April 1st)

Registration ISPSO members: 550 € (From April 1st to May 30th)

Registration non-ISPSO members: 650 € (From April 1st to May 30th)

Late registration ISPSO members 600 € (From June 1st to June 20th)

Late registration Non-ISPSO members 700 € (From June 1st to June 20th)

PROFESSIONAL DEVELOPMENT WORKSHOPS

150 € one day PDWs

300 € two-days PDWs

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Bursaries

We support a bursary policy aimed at encouraging attendance by young people (under-26).

Please download the PDF (linked below), fill in the form and send it via email to co-chairsAM2016@ispso.org. The Secretariat will answer your request within 7 days, along with the bursary identification code and other useful informations about how to register for the Symposium.

Thank you for your cooperation.

[Download the Bursary Request form\(PDF\)](#)

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Cancellation Policy

SYMPOSIUM and PROFESSIONAL DEVELOPMENT WORKSHOPS

In case of cancellation of all or parts of the program, payments already made will be returned to the affected customers. In the case of cancellation of individual workshops, the affected participants will first be offered available places on other workshops. Note: this does NOT apply in the case of cancellation due to sudden illness or force majeure.

Cancellation of registration,

if made within 7 days, will incur an 80 euro administration fee only. A full refund less the 80 euro fee is available in that period.

After the seven day post-registration period, the following charges apply:

Cancellations made before 9 April are subject to 50% cancellation charge.

Cancellations made between 9 April and 25 May, 75% cancellation charge.

Cancellations made after 25 May, there is a 100% cancellation charge.

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The venue

Museum CajaGRANADA



The Annual meeting will be held at CajaGRANADA Museum, which we will be taking over for the duration of the conference. The Museum will bring us closer to the art, history and landscapes of Andalusia.

We invite you to download the brochure in Spanish and English to know more: [PDF](#)

[Adress on Google Maps](#)

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Social Program

THURSDAY 23TH

ALHAMBRA NIGHT VISIT & WELCOME COCKTAIL



We will start with a private night visit to the illuminated Alhambra for those attending the AM (The Alhambra will be closed to the general public). After the visit we will have a reception will be held at Carmen de los Martires (close to The Alhambra). Located in what is known as "Campo de los Mártires", it was originally a shrine, and later a Barefoot Carmelite convent established in 1492. This traditional house is perhaps the city's most interesting, not only on account of its size and stunning enclosed gardens, but also for the

fact that many original architectural elements can be seen retained in a design dating from the 19th century.

During the course of this reception. We enclose historical information on [this site](#)

FRIDAY 24TH

WALKING TOUR OF THE CITY



This tour will be with a professional guide to the Albaicin and Sacromonte. We'll be taken by bus to this part of the city for a guided walking tour in two of the oldest districts, both UNESCO World Heritage sites. Albaicín provides breath-taking views over the Alhambra and the gardens of the 'Cármenes', small houses typical of the Albaicín. The Sacromonte area is famous for its caves, in which the gipsy community celebrates its flamenco parties, dancing and singing.

The tour will end with 'tapas' and a drink.

SATURDAY 25TH

GALA DINNER

The Gala Dinner will be situated in the grounds of a typical Andalusian house,a



"Cortijo", close to Granada. Here we will reproduce a small Seville Fair. There will be tents with typical Spanish foods in each one and the use of small tables will give us the greatest ability to move from table to table. Waiters will be in traditional dress and there will be dancing and flamenco music performed by gypsy musicians.

33rd ISPSO ANNUAL MEETING

GRANADA June 20th to 26th, 2016

Ethical Dilemmas in Our Global Era

Challenging psychoanalytical understanding of organizations



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Hotels and Social Program

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The registration period is not open at this time

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How to arrive

Arriving in Granada by plane:

You can fly directly to [Granada airport](#) from London, Barcelona, Madrid or Palma de Mallorca. Granada airport is connected to the city centre by bus and taxi.

Bus stops are located at Avenida de Andalucía, the bus station, Gran Vía de Colón, Paseo del Violón and next to Palacio de Congresos. The duration of the journey is approximately 40 minutes and the ticket price is 3 euros. You can find information about timetable, etc. by clicking [here](#).

Taxi fares and related information can be found [here](#).

Arriving in Málaga

[Málaga](#) airport is the main international airport in southern Spain with connections to the rest of the world.

You can travel from Málaga to Granada by the shuttle organized by the AM Secretariat.

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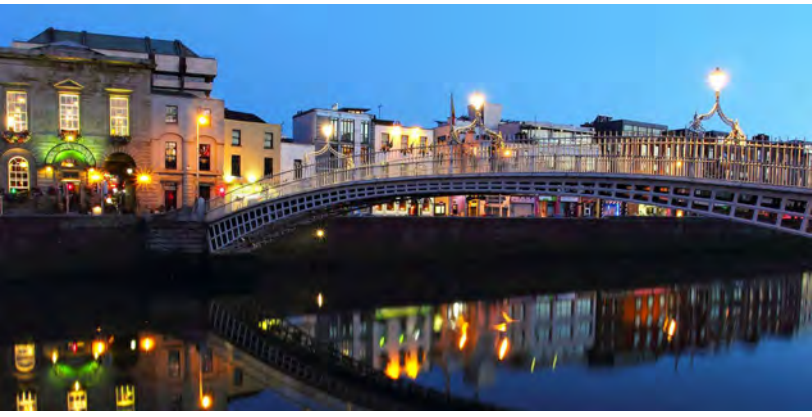
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Future Events



14th ISPSO European Regional Meeting

1 - 3 April 2016
Dublin, Ireland

Meeting Theme: Working from the periphery, leading from the edge Ireland is geographically located at the edge of Europe. It faces the Continent, the U.K., and across the Atlantic, North America. Together with other European nations, Ireland has been designated in recent years as occupying a liminal space, defined by economic wealth: Ireland is at the “periphery” in a Europe fragmented between centre and edge. The proposed ISPSO European Regional Meeting 2016 will focus on the tasks of observing from the periphery and leading from the edge. In organisations, it is necessary to focus not only on the central dimensions of authority, boundary, and vision, but also on the viewpoints of participant observers, whether organisational agents or consultants. Reversing the negative valency of centre and periphery, Ireland’s physical location is articulated as metaphor for a critical consultative capability, offering organisational participants the experience of evenly hovering attention, a dimension of psychodynamic process which must be remembered in an age that fragments centre as positive and edge as negative. In it, we remember the analytic position, however inter-subjective, always observes from the periphery and leads from the edge. We invite you to join us in Dublin to explore this theme, associations and their relation to your work.

European Regional Meeting Committee:

- Annette Clancy
- Gerry French
- Frances Heery

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Maeve Houlihan

Ian Miller


Simon Western



34th ISPSO ANNUAL MEETING

3 - 9 July, 2017

Copenhagen, Denmark

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For more information please contact:

ispsoAM2016@gmail.com

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Division of Conferences, Conventions and Incentives

C / Luis Amador, 26

Business Center Cámara de Comercio of Granada
18014 - GRANADA

Hours: Monday to Friday, 09.00 to 15.00 hrs and from 16:00 to 18:00 hrs

Email: congresosgranada@viajeseci.es

Phone: +34 958 536 820 // Fax: +34 958 254 892

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International Society for the Psychoanalytic Study of Organizations

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