



कार्यकारी शिक्षा
भारतीय प्रबंध संस्थान अहमदाबाद
वस्त्रापुर, अहमदाबाद 380015

EXECUTIVE EDUCATION
INDIAN INSTITUTE OF MANAGEMENT AHMEDABAD
VASTRAPUR, AHMEDABAD 380015

Professor Ajeet N. Mathur
Conference Director, AOSPOR 2020

April 2, 2019

Dear Sir / Madam,

Working Conference on "Authority, Organisation, Strategies and Politics of Relatedness", April 23-29, 2020 at Clarks Amer, Jaipur

Working with leaders and managers has revealed that blockages in strategy implementation are the most formidable and problematic management and leadership challenges in organisations. There are powerful ways of learning to link strategy with effective teamwork and organisation development. But these skills cannot be learnt from reading or listening to lectures or simulations or cases. This is why IIM Ahmedabad offers working conferences as an accelerated learning experience-the eleventh year we are doing so because previous offerings were much appreciated.

To integrate the learning and help transfer that to organisational roles, appropriate events are built into the conference design. Benefits to organisations include increased capacity to lead and to organise harmonious and effective teams at work for managing in rapidly changing and complex environments. I request you to make the time to read the brochure (attached) that has more details. If you have any questions, you are welcome to get in touch through email/phone with the Conference Administrator, Vidya Kadambari (vidyak@iima.ac.in) at +91- 70690 74821 or with me.

Places available are limited to 48 by design. Subject to availability of places, nominations are welcome until places get filled or March 9, 2020 whichever is earlier. Early bird discount is available for those registering by **June 29, 2019**.

Our previous working conferences on this theme have often been oversubscribed. We recommend that you decide on your nominations soonest to avoid disappointment. We look forward to receiving nominations from your organisation.

Yours sincerely,

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Enclosed: Brochure and Nomination form



Indian Institute of Management Ahmedabad

Working Conference on Authority, Organisation, Strategies and Politics of Relatedness (AOSPOR)

April 23-29, 2020



Working Conference on Authority, Organisation, Strategies and Politics of Relatedness (AOSPOR)

April 23-29, 2020

Introduction

IIM Ahmedabad offers this Working Conference on “AOSPOR” as an opportunity for accelerated, immersive and experiential learning to harvest insights into management and to develop leadership skills for change that cannot be taught through lectures, case-studies or simulations. The primary purpose is building capabilities for strategy implementation and leadership challenges in a volatile, uncertain, complex and ambiguous world.

Group Relations Conferences (also known as Working Conferences) were first offered by the Tavistock Institute of Human Relations, London in 1957 based on the work of Wilfred Bion who was born in India. The design and structure of Working Conferences have undergone many changes and innovations since then. Working Conferences have been offered in India and evolved in the IIM traditions since 1973. The processes in this ‘temporary institution’, designed for learning and co-created with the participating members, are similar to those with which they are familiar within their own and other organisations. What makes AOSPOR different and valuable is that experiences at these conferences become available for exploration, reflection and action in real time-by mobilising authority from personal and organisational roles for experiencing and studying transformations.

This Working Conference promotes the integration of intellectual capacity with emotional and cultural intelligence. This is an opportunity to examine different modes of how groups, teams and organisations function and leadership styles. Our emphasis would be on connecting conscious agendas with unconscious dynamics and covert processes that lurk beneath the surface in organisations.

For Whom?

This Working Conference is for anyone interested in developing deeper understanding of managerial and leadership processes in organisations and developing skills to cope with covert processes. There is no requirement of any particular previous experience or knowledge. Willingness to learn from one’s experience by participating in the events and processes of the conference is expected. Participants may come from business, professions, public systems, finance, politics, diplomacy, sports, mass media, government, local authorities, NGOs, health services, social care, education, consultancy, justice, systems, religious orders, agenda-based activisms, and environmental organisations. Previous IIMA Conferences have drawn participation from all sectors, levels, career stages, and from across

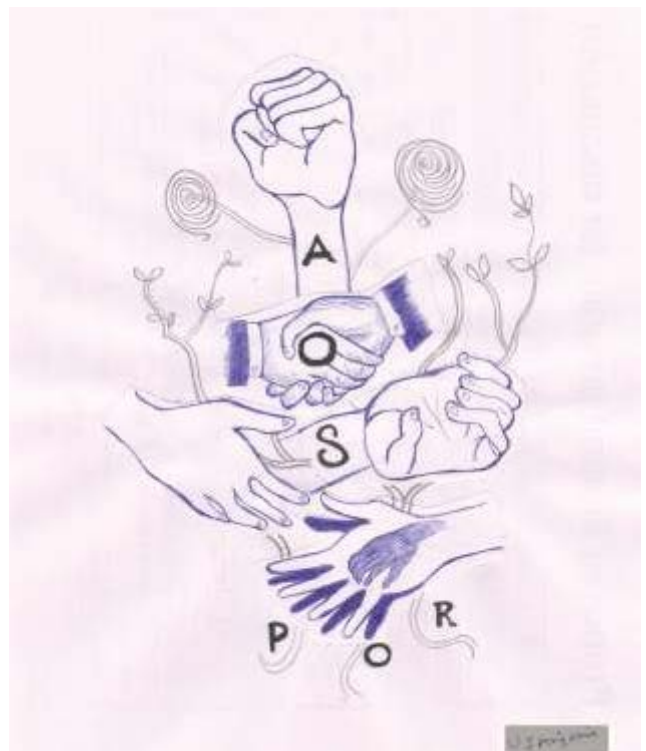
many countries in the world. The participant profile has included business leaders and team leaders of profit centres, HR professionals, government officials from IAS, IPS, etc. public sector managers, family business entrepreneurs, administrators, activists, educators, researchers, consultants, clinicians, professional service providers, scientists, health care professionals, bankers, IT practitioners, NGO leaders, etc.

What Makes This Working Conference Unique?

This Working Conference has as its theme ‘Authority, Organisation, Strategies and Politics of Relatedness’. The Conference provides a structured context of different systems and sub-systems in which to explore the dynamics of power, leadership, authority, change, dissent, collaboration and transformation as they arise and unfold.

Benefits to organisations include increased capacity to lead and manage in rapidly changing and complex environment.

This Working Conference offers unique opportunities for understanding and exploring authority relations, organisational relationships and strategic relatedness between organisational parts and wholes. How persons, groups and organisations develop and use dynamic latent capabilities for effective functioning in intra-group and inter-group interfaces can make all the difference between sustainable performance and stalled growth.



Participants will have opportunities to develop strategic thinking about management processes in groups and organisations. Together with Conference staff, participating members can experientially understand 'Politics of Relatedness' and leadership phenomena through exercise of authority and its delegation; examine and develop their own capacities to lead; diagnose problems of organisational functioning in a variety of settings; and, learn to work through problems of resistance to change.

Participants experience and understand how they influence or are influenced by others and the ensuing consequences-intended or unintended, overt or covert. Thereby, they develop skills and sharpen their insights into how strategies take shape when groups function; how phenomena such as alliance and coalition formation affect the understanding of the group, by the group; and how it shapes motives and power bases; how competition, rivalry and exploration of what lies beyond immediate awareness unravel 'Pictures of Relatedness' that remain hidden in everyday interaction.

The lived experience of a Working Conference is vividly different from simulations or management games because there is no contrivance or manipulation towards possibilities pre-conceived by the staff. The role of the staff is to understand and share from their roles what they hypothesise is happening in the conference institution. The staff does not assume any monopoly of the truth. The staff creates learning opportunities by providing boundaries and consultations to various events. The staff to member ratio is high, about 1:4.

The diversity and talents of members and staff are expected to contribute to the scope and richness of the Conference experience. Experiences are personal, and takeaway learning is private. Hence these may differ from one participant to another. In this sense, participants have the responsibility for their own learning. If experiential learning and a pedagogy of learning that respects your own authority appeals to you, this Conference is likely to be of immense value to you. To integrate learning and help transfer it to organisational roles and contexts, appropriate events are built into the Conference design.

Reflections of some previous AOSPOR participants...

- "A rich learning experience about leadership and the exercise of authority in an institutional setting." (**Chief Executive, Multinational Business Firm, Singapore**)
- "A great opportunity to develop deep insights into leadership and management processes in such a short time and becoming able to understand covert unconscious processes." (**Assistant Vice-President, Finolex, Pune**)
- "The Working Conference made much more sense when I returned to my role in my organisation." (**Divisional Chief Executive, ITC Limited, Bangalore**)
- "Great value addition in understanding what happens in groups, teams and organisations. The best parts of the conference were the insights it provided into how the 'politics of relatedness' governs us beyond our awareness." (**Zonal Head, Lal PathLabs**)
- "An unforgettable journey in which I learnt to know myself and others so much more clearly already by the third day." (**IAS Officer, Government of India**)
- "A retreat experience-which brought understanding of covert machinations of group processes and soulful stirrings of the heart." (**Creative Head, Wealth Creation Services, Goa**)
- "The here-and-now concept and experience is the need of the hour...AOSPOR was a uniquely valuable experience." (**Chief General Manager, State Bank of India**)
- "The Working Conference was one of a kind so different from anything else I had experienced... these 7 days have enabled me to change a lot." (**Manager, Technical Training, Kronos Solutions**)
- "Great learning value and also fun to learn with persons from so many diverse roles, responsibilities and expectations." (**Assistant Vice-President, Sonata Software**)
- "The Working Conference helped me completely transform my way of thinking and enhanced ability for complex team working." (**Senior Vice-President, Orient Cement, Hyderabad**)
- "Learning from the connect with other group members on our dreams in the harmony sensing matrix was a very special first experience." (**Director-Operations, Energy Consortium, Mumbai**)
- "Initially, we had no idea what was going on but then things started to get clear and the conference became very interesting when we realised that what we were actually doing was often beyond our own awareness." (**Yash Goenka, Tecture, Nagpur**)
- "The conference experience has enabled me to respond to issues instead of reacting...I have learnt to be more effective in engaging with large groups in the organisation." (**Chief Finance Officer, Orient Cement, New Delhi**)
- "The Working Conference has been a great experience. The Institutional Event and the Dialogue Event were very insightful." (**Director, Business Development, Spar Geo Infra, New Delhi**)
- "I started to relate with the AOSPOR insights in day to day life in a small way with great impact." (**Vice-President, HR, Hyderabad**)
- "The insights were phenomenal. It was wonderful to be in the conference." (**Senior Executive, Petrolube, Tanzania**)
- "The Working Conference helped me understand so many different perspectives about my work." (**Team Leader, Private Healthcare Services, Malaysia**)
- "I learnt how things can happen when power, authority and relatedness are understood." (**Principal Scientist, R&D Centre, India**)
- "I developed skills to understand the subtle nature of covert processes and have become a better leader, and a better human being." (**General Manager, Finance, Public Sector Corporation**)
- "A very valuable experience... My colleagues at work have remarked on changes they have noticed in the way I think and act." (**Chief Manager, South Eastern Coalfields**)
- "This conference will remain in my memory as one of the most significant experiences. It made me aware of the unconscious processes that affect us in organisations." (**CFO, Kancor Ingredients**)
- "I am able to connect better with my colleagues on professional differences; even my wife says I have changed a bit of late!" (**Senior Executive, NCDEX**)
- "I learnt in seven days what one may not even in a lifetime." (**Secretary, Antarnad Foundation**)
- "This conference has made a huge difference to my perspectives... It has provided me with new lenses, besides increasing the power of my old ones!" (**Educator and Social Worker, North India**)
- "Very insightful experience. A must at least once in one's life." (**Consultant & Executive Coach, Mumbai**)
- "Wonderful opportunity to experience and understand unconscious processes in the functioning of groups and teams." (**Community Leader, Nagpur**)

Participants take part in a number of pre-designed contexts such as small study groups, large study groups, praxis of inter-group, application groups, review groups, and harmony sensing matrix. They have opportunities to work with different tasks, to be in different roles and to explore the extent and limits of their personal authority. A prospectus containing more details will be provided to participating members of the Conference. The prospectus will have detailed event and session structure describing the primary tasks of the different events. A package of recommended readings will also be provided.

Learning Aims

- To co-create a 'temporary institution' where staff and members take up roles to study the development and exercise of authority, evolution of organisational logic and the discovery and invention of strategies from their lived experience in roles within the Conference institution.
- To enable the study of intra-group and inter-group dynamics and institutional relations that develop within the Conference as an organisation and understand connections of organisations to their social, political and economic environments.
- To facilitate opportunities for exploring the foundational processes of linking, connecting, relating, and networking as members of work groups concerned with influencing others and being influenced in the course of formulating and implementing strategies.
- To discover underlying groups, organisational and social dynamics and the interplay between tradition and change, stability and innovation, creativity and harmony that may, at times, be beyond immediate awareness and to formulate "working hypotheses" about covert processes beyond awareness.
- To reflect on insights and learning that arise from the perspective of building bridges with organisational roles to which members return after the Working Conference with a view to applying roles taken up within the conference to one's own organisations and networks.

The Primary Task

The nature and core purpose of an organisation can be designed, discovered or located in a primary task. The Primary Task of this Working Conference is: *To study the lived experience of roles through inter-personal, intra-group, inter-group and institutional relations that develop and shape the possibilities of transformation, pursuit of strategies and politics of relatedness within the organisational life of this conference as an institution.*

Concepts Fundamental to the Working Conference

The word "conference" is used to emphasize the process of "conferring" in direct experience through conversations, dialogues and explorations that can bring together strands of thinking or give rise to new thoughts, or articulate unthought thoughts or express unthought knowns.

Authority is the source of choices we make (or do not make), actions we take (or do not take), people we relate with, directions we give ourselves, and roles taken up. Authority is the springboard for leadership and its exercise legitimises roles in intra-group and inter-group relations.

Organisation enables roles to enmesh and collectively engage with valued tasks with reference to boundaries of task, technology, time, space, sentience and understanding. Organisations are structures of convenience designed to contain systems and processes.

Strategies may be regarded as grand designs and patterns we create, discover or influence through our thinking, feeling and actions - consciously and unconsciously. The Working Conference provides spaces in which strategies may be formulated and tested in intra-group and inter-group interactions, and also in the institution as a whole.

'Politics of Relatedness' arises from how we work with organisational boundary conditions such as task, technology, time, space, sentience and understanding for linkages within, and regulating flows of resources and responses across such boundaries. Understanding politics of relatedness ('relatedness' connotes togetherness as a group or other collectivity beyond relationships) enables us to function more effectively in complex systems where there are several stakeholders trying to influence each other. The notion "pictures of relatedness" was developed by Pierre Turquet as an institutional stepping-stone to portray the behavioural characteristic of cementing that groups exhibit beyond inter-personal relationships.

Conference Director

Ajeet N. Mathur, Ph.D.

Professor in Strategy and International Business, Indian Institute of Management Ahmedabad; Affiliate Life Member, Indian Psychoanalytical Society; Fellow, Sumedhas Academy of Human Context, Yoga Shikshak, Bihar School of Yoga, and Member of the Governing Board of the Global Foundation for Integrating Spirituality and Organisational Leadership (ISOL).

Conference Staff

The Conference Staff will be invited from among the following: Daphna Bahat, Philip Boxer, Steve Correa, Fabio D'Apice, Rhea D'Souza, Vidya Kadamberi, Ashok Malhotra, Ajeet N. Mathur, Mamta Shah, Samar Singh, Suman Verma.





Venue, Date and Accommodation

Venue: Hotel Clarks Amer, Jaipur (a 5* Hotel and Convention Centre - see pictures above).

Jaipur is located in Rajasthan about midway between Delhi and Ahmedabad and is well connected for flights, rail and road travel. Members are expected to arrive on **April 23, 2020** and register at the venue **between 10:00 a.m. and 11:45 a.m.** for collecting the Conference Kit.

Departures can be planned for **any time after 3:00 p.m. on April 29, 2020**. The fee, payable in advance, includes tuition fee, charges for reading materials and room (on single occupancy basis) and board from **April 23, 2020 (9:00 a.m.) until April 29, 2020 (4:00 p.m.)**. We respect the privacy and autonomy participants need with single room accommodation for living to reflect on and work with the conference experience without dyadic entanglement of twin sharing accommodation.

Practical Arrangements

A maximum of **48 places** are available at this Working Conference. Hence we advise that you send your Nominations with fees sufficiently early to avoid any disappointment. If places are available, nominations may be accepted until **16:00 (Indian Standard Time) on March 9, 2020**. Every nomination will be acknowledged when received. Acceptance is not automatic.

Nominations received without fees are not considered.

Fee (including accommodation and all meals)

For Participants from India

RUPEES: INR 1,95,000 plus 18% GST, amounting to INR 2,30,100.

Early Bird Discount Fees (for nominations received by June 29, 2019)

RUPEES: INR 1,81,350 plus 18% GST, amounting to INR 2,13,993.

For International Participants

US\$: US\$2785 plus 18% GST, amounting to US\$3286.

EUROS: €2500 plus 18% GST, amounting to €2950.

Early Bird Discount Fees (for nominations with fees received by June 29, 2019)

US\$: US\$ 2590 plus 18% GST, amounting to US\$ 3056.

EUROS: €2325 plus 18% GST amounting to €2744.

Group Discount

Any organization sponsoring four or more participants will be entitled to a discount of 7% on the total fee payable provided that at least four participants actually attend the programme.

Bursaries

A few places at half-fee are available if neither the member nor the organisation can afford a full fee Applications for these places should reach the Conference Administrator by May 31, 2019, with reasons for seeking the reduced fee.

Nomination forms, together with the Fees, are to be sent to:

Vidya Kadamberi

Conference Administrator (AOSPOR 2020)

Executive Education

Indian Institute of Management Ahmedabad

New Campus, Vastrapur, Ahmedabad 380 015.

Phone: +91 79 6632 4466

Mobile/Whats App: +91 70690 74821

Fax: +91 79 2630 0352

Email: vidyak@iima.ac.in

Fee can also be paid through Electronic Fund Transfer The details are:

1. For credit to Savings Bank Account
Number 000794600000165
YES Bank Limited, CG Road Branch. Ahmedabad
(IFSC YESB0000007, SWIFT Code: YESBINBB)
2. Name of Remitter: (Please mention the name of the sponsoring organization)
3. Purpose of Remittance: **AOSPOR 2020**
4. IIMA Permanent Account Number (PAN): AAATI1247F
5. IIMA Tax Deduction Account Number (TAN): AHMI00189A
6. IIMA GST Registration Number:
24AAATI1247F1Z4 (SAC: 999293)

Please inform us the complete transaction details so that Can connect the same.

Cancellation Policy

Cancellation (with refund of fee) are permissible until March 9, 2020. After March 9, 2020, there would be no refunds on cancellations.

Substitutions of nominees can be made also after March 9, 2020 until April 17, 2020.

Indian Institute of Management Ahmedabad (IIMA)

IIMA was set up by the Government of India in collaboration with the Government of Gujarat and Indian industry as an autonomous institution in 1961. The Institute provides education, training, consulting and research facilities in management.

Major Programmes Offered by IIMA

- Two-Year Post Graduate Programme in Management (MBA)
- Two-Year Post Graduate Programme in Food and Agri-business Management (MBA - Food and Agri Business Management)
- Fellow Programme in Management (Ph.D.)
- Full Time Post Graduate Programme in Management for Executives - PGPX (MBA)
- Executive Education offers short duration programmes through open enrollment, customisation and online for various levels of experienced professionals across industry
- Faculty Development Programme for teachers in universities and colleges
- Two-Year online (e-Mode) Post Graduate Programme in Management (ePGP)

The Institute has over one hundred faculty members working in the following management areas and centres:

Disciplinary Areas and Groups

- Business Policy
- Communications
- Economics
- Finance and Accounting
- Human Resource Management
- Information Systems
- Marketing
- Organisational Behaviour
- Production and Quantitative Methods
- Public Systems Group

Interdisciplinary Centres

- Centre for Gender Equity, Diversity and Inclusivity
- Centre for Innovation, Incubation and Entrepreneurship
- Centre for Management in Agriculture
- Centre for Management of Health Services
- IIMA-Idea Telecom Centre of Excellence
- India Gold Policy Centre
- Ravi J. Matthai Centre for Educational Innovation



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Fax: +91-79-2630 0352 (ExEd)/ 2630 6896 (General)

Email: exed@iima.ac.in • Website: www.iima.ac.in/exed

NOMINATION FORM



Working Conference on Authority, Organisation, Strategies and Politics of Relatedness (AOSPOR)

April 23 - 29, 2020 at Hotel Clarks Amer, Jaipur

Closing Date for
Nominations

Monday, March 9, 2020

Note: See brochure for discount on registrations done by Saturday, June 29, 2019

Send the completed form to:

Ms. Vidya Kadamberi

Conference Administrator, AOSPOR 2020

Executive Education Office, Indian Institute of Management Ahmedabad, New Campus, Vastrapur, Ahmedabad - 380015

• Phone: +91-79-6632 4466 • Mobile: +91- 70690 74821 • Fax: +91-79-2630 0352 • Email: vidyak@iima.ac.in

TO BE FILLED BY THE NOMINEE

Name					
Male		Female		Age	
Designation					
Organisation					
Address for communication					
City		Pin		Fax	
Phone	(Office)		(Residential)		
Email				Mobile	
Current role and responsibilities					
How would you wish your name to appear in the Conference Name Badge?					
EDUCATION					
Degree/Diploma/Certificate	Subject(s)		Year	College/University/Institution	
WORK EXPERIENCE					
Organisation (current first)	Position			Years of experience	

Previous group relations conference/other experiential learning course, if any			
Programme title		Duration	Year
Dietary/health related requirements, if any			
Veg / Non Veg	Dietary restrictions, if any	Special needs	Anything else
Your expectations from this working conference?			
Designation of role - holder to whom you report			
How would you wish your name to appear in the Conference Certificate?			

Date: _____

Signature of Participant: _____

TO BE FILLED BY THE SPONSOR			
Name of the Sponsor		Designation	
Organisation			
Tax Deduction Account Number (T.A.N.)			
Permanent Account Number (P.A.N.)			
GST Registration Number			
Address for communication			
City		Pin	
Phone		Fax	
Email			
Information about your Organisation			
Total assets (last year)		Total sales turnover (last year)	
Major products / services			
Form of Organisation	Proprietary	Partnership	Public Sector
			Public/ Private Ltd.
			Others (specify)

Date: _____

Sponsor's Signature: _____

Kindly indicate how you learnt about this EEP

1. Advertisement (Please specify): _____ 3. Direct Mailing (Yes/No): _____

2. Website/Email: _____ 4. Others (Please Specify): _____

Payment Details ECS Details

IIM Ahmedabad YES Bank Account Number. 9369EEP, IFSC: YESB0000007, SWIFT Code: YESBINBB

1. Amount _____; 2. Transaction Ref. No. _____ and Date _____

3. A/c. from which the payment is made _____; 4. Purpose of Remittance: AOSPOR 2020