

NEW BOOK:

ADAPTATION AND INNOVATION

**Theory, Design and Role-Taking in
Group Relations Conferences and their Applications**



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- Publisher : [Karnac Books](#)
- Cover : Paperback
- ISBN 10 : 1855756773

Published : 2009

Pages : 280

ISBN 13 : 9781855756779

Synopsis:

This book, the second in a series on Tavistock Group Relations Conferences, contains the collection of papers presented at the second Belgirate conference plus four additional papers reflecting on and making sense of several participants' conference experiences. Taken together, these papers offer an exciting picture of the Group Relations enterprise as it continues to adapt and innovate its approaches to the practice of Group Relations conferences globally. It will be of interest to members of the group relations community as well as others who are agents of change and development in their professions and organisations, and who might use group relations thinking in their research, management, consultancy or educational roles.

Description:

'The notion of identity of an organization or an enterprise answers the questions 'who are we?' or 'what do we want to be?' We assume that these two sets of images and definitions - the internal ones and the external ones - are reciprocally influencing each other, both consciously and unconsciously, and are thus related to the formation and development of the organizational identity. This identity is a dynamic process that evolves and devolves over time and can be a source of some stability and coherence for those who depend on it. It is defined and perceived by its management and members influences continuously its decisions both in the short and in the long run. It is therefore a heuristic concept – like a primary task - that serves as a compass for structuring, designing, managing and planning for the future.'

- From the Introduction

'Adaptation and innovation require a considerable emotional resilience in the face of uncertainty. This book provides a fascinating lesson in understanding and coping with the management of high levels of anxiety in the entrepreneurial activity of developing group relations in other countries.'

- **Olya Khaleelee**, Corporate Psychologist, Pintab Associates, Group and Organisational Consultant, Psychoanalytic Psychotherapist

'With memory and desire, I looked into the heart of international innovations here. This book arouses in one the willingness to reconsider beloved traditions and the courage to bear the excitement of the new. Inspiring!'

- **Kathleen Pogue White**, PhD, Psychoanalyst, Leadership Development Consultant, Executive Coach

'This exploration of the theme of "adaptation and innovation" draws vital attention to the exacting, complex and paradoxical nature of the evolution of group relations: continually adapting to what is "known" inside and outside assumed boundaries. At the same time, challenging them, venturing into the unknown and, indeed, into the realm of the unknowable. This is the primary challenge exemplified in this volume.'

- **Dr Allan Shafer**, Clinical Psychologist and Socio-Analyst

Contents

- Adaptation and Innovation in Theory
- Adaptation and Innovation in Design
- Adaptation and Innovation in Role Taking and Application

Notes about the co-authors:

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