

# IL NODO GROUP

8<sup>th</sup> International Working Conference  
LFA 2018



## DECISION-MAKING AND ACCOUNTABILITY

19<sup>th</sup>-21<sup>st</sup> October 2018  
Ostello al Deserto, Chiavenna (SO), Italia

With Sponsorship of



*Mito&Realtà*  
Associazione per le Comunità  
Terapeutiche e residenziali

## LEARNING FROM ACTION

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This is a training model which offers participants an opportunity for direct learning, through a brief period of community-like cohabitation.

**Learning from action** is at the core of this training. This involves exploring other languages as well as verbal language. The focus of this Working Conference is on making actions meaningful by considering them part of a **different language**. This takes place by transmitting individual and group communications which have not been expressed verbally because they were unconscious or not yet wholly conscious.

**The idea** of these Working Conferences originates in the early 2000s from the joint thinking and cooperation between **Robert D. Hinshelwood and Enrico Pedriali**. This type of conference is now an item in the Standard Quality Manual of Community of Communities and the project "Visiting" promoted by Mito & Realtà Association.

The attribution of meaning to action becomes an essential working tool, not only owing to the dynamics present in all groups, but above all because of the difficulties encountered by most members of therapeutic communities in expressing emotion in words.

Indeed, Lfa is aimed at **developing fundamental competences for all those who work in residential or semi residential institutions, and more generally in mental health institutions**. Such competences are highly valuable for a wide range of professionals such as educators, nurses, assistants, administrators, managers, consultants, psychologists, psychotherapists, psychiatrists, neuropsychologists, neuropsychiatrists, social workers, carers, etc. However, as has already been successfully experienced in the past editions, **professionals working in other areas, like the section of profit and corporate worlds, are also most welcome to join the conference**.

**The "Learning from action" Working Conference draws on the Group Relations model** ([www.ilnodo.group.it](http://www.ilnodo.group.it)) and is aimed at helping community staff and carers to explore and study the value of their daily activities as a form of communication.

## PRIMARY TASK

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**The primary task** of this working conference is to offer an opportunity to explore how unconscious and nonverbal communication and group dynamics shape Decision-Making processes and influences accountability and various other aspects of 'working together' in this temporary learning community.

Members of the conference and staff together will constitute this temporary **learning community**.

Within this special training context, the main learning objective of the conference is to enhance the participants' understanding of conscious and unconscious dynamics affecting Decision-Making processes both at an individual and at a group level, along with their organisational and institutional implications.

Individual members will have a chance to explore their own role and the way they operate within and on behalf of the whole system (the temporary learning organisation), reflecting on nonverbal and unconscious communication. Consequently they will be encouraged to take responsibility for their contribution whilst taking part in the daily life and relationships within the community.

A further learning objective of this event is **to explore the various dimensions and connections between action, thinking and learning**, so that the acquired insight can then be transferred and applied to different workplaces and practices.

The working conference will create an opportunity for a direct experience of the different elements that come into play when making decisions, and will stimulate reflection on what might constitute a democratic practice and an environmentally sustainable use of available resources in a healthy institution.

The themes focused upon in this year's Working Conference are: **The ability to make decisions and to take on responsibility.**

The basic needs of community life will be dealt with by forming groups aimed at the following tasks:

- catering;
- cleaning and tidying communal areas;
- organizing leisure activities;
- organizing other activities agreed upon during the course of the conference.

As in any other community or institution, participants will witness the emergence of interpersonal dynamics related to cohabiting and sharing, such as taking and delegating responsibility, working for others, making decisions, relating to authority and leadership, managing relationships between individuals and within groups, managing conflicts, using or wasting resources and much more.

In order to achieve these learning objectives, the conference will employ a **"Learning from Action"** methodology and it will be organised around a programme with a number of daily events, such as: Opening and Closing Plenary, Decision-Making Event and Decision-Making Groups, Activity Groups, Morning and Evening Community Meetings, Review and Application Groups and possible Emergency Meetings.

## OTHER INFORMATION

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- No lectures will be held.
- A continued residence on site is expected for the whole duration of the Working Conference.
- **It is useful, indeed recommended, to repeat** the Working Conference. Those who have already taken part in at least one edition will form a S Group, enjoying some specific opportunities within the learning process and a tailored programme.
- The S Group' programme will start on Friday 19th October 2018 at 10,30.
- We recommend careful and repeated reading of this leaflet, which may facilitate learning.
- The residence housing the Working Conference offers an opportunity to stay in rooms with several beds, and each person will have to take care of the management and tidying up of their personal spaces.
- **Participation to the Conference is not recommended for individuals who are going through a period of high psycho-emotional stress.**
- The main language for the international Working Conference will be English.



## PROGRAMMA / SCHEDULE

### Venerdì 19 ottobre - Friday October 19<sup>th</sup>

- 11,45-12,45 Registrazione dei partecipanti e spuntino / Registration and snack
- 13,00-14,00 Riunione Plenaria di apertura / Opening plenary
- 14,00-14,30 Pausa / Break
- 14,30-16,00 Riunione decisionale plenaria / Decision-making plenary
- 16,00-16,15 Pausa / Break
- 16,15-17,15 Gruppi decisionali 1 / Decision-making groups 1
- 17,15-18,45 Attività 1 / Activities 1
- 18,45-19,00 Pausa / Break
- 19,00-20,00 Riunione di comunità della sera 1 / Evening community meeting 1
- 20,00-20,15 Pausa / Break
- 20,15-21,30 Cena / Dinner
- 21,35-22,15 Tempo libero comunitario 1 / Community free time 1

### Sabato 20 ottobre - Saturday October 20<sup>th</sup>

- 08,00-09,00 Colazione / Breakfast
- 09,00-10,00 Riunione di comunità del mattino 1 / Morning community meeting 1
- 10,00-10,15 Pausa / Break
- 10,15-10,45 Gruppi decisionali 2 / Decision-making groups 2
- 10,45-12,30 Attività 2 / Activities 2
- 12,30-14,00 Pranzo / Lunch
- 14,00-14,30 Tempo libero comunitario 2 / Community free time 2
- 14,30-14,45 Pausa / Break
- 14,45-15,15 Gruppi decisionali 3 / Decision-making groups 3
- 15,15-15,30 Pausa / Break
- 15,30-16,45 Gruppi di revisione / Review groups
- 16,45-17,00 Pausa / Break
- 17,00-18,30 Attività 3 / Activities 3
- 18,30-18,45 Pausa / Break
- 18,45-19,45 Riunione di comunità della sera 2 / Evening community meeting 2
- 19,45-20,00 Pausa / Break
- 20,00-21,30 Cena / Dinner
- 21,35-22,15 Tempo libero comunitario 3 / Community free time 3

### Domenica 21 ottobre - Sunday October 21<sup>st</sup>

- 07,00-08,00 Colazione / Breakfast
- 08,00-09,00 Riunione di comunità del mattino 2 / Morning community meeting 2
- 09,00-09,10 Pausa / Break
- 09,10-09,40 Gruppi decisionali 4 / Decision-making groups 4
- 09,45-11,30 Gruppi di Applicazione / Application Groups
- 11,35-12,30 Attività 4 / Activities 4
- 12,30-13,30 Pranzo / Light lunch
- 13,30-14,00 Lavaggio piatti & pulizie conclusive / Washing up & cleaning
- 14,00-15,00 Riunione plenaria conclusiva / Closing plenary
- 15,00-15,15 Commiato / Leave-taking

**Any changes to this programme will be decided according to Staff needs and shared with participants both before and during the event.**

## LO STAFF

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### Director - **Giada Boldetti**

M.D. and psychiatrist, freelance consultant, she worked in public structures until October 2016. Since 2000 she has been in charge of the NH Psychiatric Service, first responsible for the rehabilitation service within residential structures and then from 2014, in her role as Deputy Director of the Complex Operating Unit Psychiatric Service I in Padua. Deals with training and supervision in therapeutic communities. Staff member in various GRC (ALI and LFA). She is a member of IL NODO Group.

### Co-Director and Director of Activities - **Luca Mingarelli**

Psychologist, social entrepreneur, founder and director of Therapeutic Communities for Adolescents, President of the Charity Rosa dei Venti Foundation, President of Il Nodo Group, board member of Mito & Realtà, member of OPUS, board member of International Network Democratic Therapeutic Communities (INDTC); staff member of GRC ALI from 2006 to 2017. Director and co-director of LFA since 2011. In 2017 he created and organised the first edition of LFA in Japan. He is the creator and co-director of GRC Energy Cocreation and Well-being since 2010. Author of the volume "Difficult Adolescents", an autobiography of a therapeutic community for adolescents (Ananke 2009).

### Project Administrator - **Simona Masnata**

TC therapist, administrator of the Social cooperative "Il Biscione", organisation and management consultant, coach, GRC ALI staff member from 2012 to 2015, LFA administrator and consultant since 2012, member of Il Nodo Group. Also, a member of CSS scientific committee.

### Associate Administrator - **Stefania Borghetti**

Stefania Borghetti, Psychiatrist. Director of psychiatric therapeutic community and of psychiatric housing (Uop 43, Asst Ovest Milanese). She collaborated on psychiatric social projects with Caritas Ambrosiana and on deinstitutionalisation projects in Albania with UNOPS. Board member of Mito&Realtà' and Pro Esp, Adjunct Professor (Università' degli Studi di Milano), teacher at Aneb, President of Sirplo.

### *Consultants chosen by:*

#### **John Diamond**

John Diamond, CEO of the Mulberry Bush, a UK charity working with traumatised children, families and communities. He is an associate of OPUS and a member of the International Journal of Therapeutic Communities.

#### **Gilad Ovadia**

Clinical and Educational Psychologist - Supervisor, Organization consultant. Senior staff member and director of the Psychological Community Centre Hevel Eilot, Israel. Member of OFEK and of the Tel Aviv Institute for Contemporary Psychoanalysis.

#### **Giovanni Foresti**

M.D. and psychiatrist, he is training and supervising analyst of the Italian Psychoanalytic Society (SPI) and the IPA, associate member of OPUS, London, and member of the scientific committee of IL NODO group, Turin. He teaches at School of Psychiatry of the Milano-Bicocca University and at the Department of Psychology of the Università Cattolica. He works as supervisor and organizational consultant in several institutions.

## Lili Valko

A clinical psychologist specialising in group analysis. She has been working for over nine years, in various roles, within the therapeutic community of Thalassa Ház in Budapest, Hungary, where she is now the clinical Deputy Director.

## Scientific Supervisor (not present at the event): Robert Hinshelwood

A psychiatrist and psychoanalyst, previously Director of Cassel Hospital in London, he is a member of the British Psychoanalytic Society, a Fellow at the Royal College of psychiatrists, and Professor at the Centre for Psychoanalytic Studies, UK.

## TIMETABLE

**LFA 2018 will start on 19th October at 13,00 (at 10.30 for S Group Participants) and will end on Sunday 21st October at 15.15.**

We recommend that participants arrive on time on Friday for registration and allocation of rooms between 11.45 and 12.30. Lunch on Friday is not included. A snack will be available.

## FEES

**In order to facilitate participation, we have chosen to lower inscription fees, with respect to the previous editions.**

- **The fee for the conference is €500** (+vat 610,00€) for enrolment **by the 20<sup>th</sup> of September** and €650 (+vat 793,00€) for enrolment from the 21<sup>st</sup> of September.
- **The fee for S Group is €550** (+vat 671,00€) for enrolment **by the 20<sup>th</sup> of September** and €700 (+vat 854,00€) for enrolment from the 21<sup>st</sup> of September.
- **4 Bursaries** up to €100,00 are available to participants upon application, for which the deadline is **16<sup>th</sup> September**.
- There will be: **a 10% discount** for persons from abroad, for the organisations in partnership and for 2 participants from the same association or company, **a 20% discount** for 3 and more participants from the same organisation.
- Fees include participation to the whole Working Conference and overnight stay, meals included. Request for any additional nights must be submitted by participants via e-mail to: **info@ostellochiavenna.it**
- To enrol fill in the form unloading from [www.ilnodogroup.it](http://www.ilnodogroup.it) and pay an advance of 100€.

## FOR INFORMATION AND REGISTRATION

Agenzia Mosaico - Via San Secondo, 31 - 10128 Torino (Italia)  
Tel. +39 011 5681238 / +39 011 5684423 - Fax + 39 011 505421  
e-mail: [lfa@ilnodogroup.it](mailto:lfa@ilnodogroup.it) - Application Form: [www.ilnodogroup.it](http://www.ilnodogroup.it)  
Amministrative Staff: Simona Masnata and Stefania Borghetti

## LOCATION

Chiavenna is a small town in the province of Sondrio, which is 60 km far. Here you may find ancient stately houses, beautiful stone fountains and the typical churches which make this town an interesting place to visit both in Winter and Summer. Chiavenna's historic centre is at the centre of the valley bearing the same name, where it divides into the river Mera.



## THE VENUE

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The hostel AL Deserto is situated amidst the woods and in a panoramic position, only a few steps away from the historic centre and in close proximity to the train and bus station.

This makes it into an ideal place in which to gather groups. It is possible to use the available self-contained spaces independently. Address: Via al Deserto, 2, 23022 Chiavenna SO

<http://www.ostellochiavenna.it> - [info@ostellochiavenna.it](mailto:info@ostellochiavenna.it)

<http://www.trenord.it/it/home.aspx>

## THE SPONSORING ORGANIZATION

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**Il NODO Group** is a scientific cultural not-for-profit Association which historically originated from a professional team formed in Turin in the nineties. It has developed study, training and consultancy activities in cooperation with the Tavistock & Portman NHS Trust in London and other national and international scientific institutions. The Members of Il Nodo Group are professionals with interdisciplinary and cross-sector competences in the health and social care fields, in the business world, in education, in social cooperation and in the public administration.

**The Primary Task of Il Nodo Group** is to promote the exploration and understanding of conscious and unconscious relational processes in individuals, groups, organizations and the society, as instruments of change management, support to the development and wellbeing. Following an initial sponsorship with also CESMA and TAVISTOCK, the Association Il NODO Group has become the main sponsor of the residential Group Relations Conference "Authority, Leadership and Innovation" (ALI) that has been organized yearly since 1998. Il NODO Group is also sponsors other GRC informed innovative events such as "Energy, Creative Cooperation and Well-being in organizations" and "Learning from action". Today ALI is a firmly established member of the "Group Relations" international network and has become "the Italian formula of the Tavistock Method".

[www.ilnodogroup.it](http://www.ilnodogroup.it)

## CO-SPONSOR

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### OFEK

The Israeli Association for the Study of Group and Organizational Processes is a not-for-profit community interest organization founded in 1986 with the objective of studying relations in groups, organizations and society, through the experiential learning methodology of the Tavistock tradition of Group Relations. OFEK holds a yearly international Group Relations Conference in English, conferences adapted to a theme or organization, Hebrew conferences, scientific meetings, professional development courses, (TouchOFEK), and additional activities for members and the wider public. In 2017 OFEK held a special international event celebrating its 30-year anniversary.

[www.ofek-groups.org/en](http://www.ofek-groups.org/en)

### MITO & REALTÀ

Was founded during the preparation of the international convention "La comunità terapeutica tra mito e realtà" (Therapeutic Community between Myth and Reality", held in Milan in 1996. It includes members of the traditional "historic" community movement (from England, France and Italy) and several operators from the Italian community. Its promoters are psychiatrists, psychologists, psychotherapists and psychodynamic operators, who joined spontaneously to form this association. Its aim is to promote study, research and data collection on the functioning of Therapeutic Communities and professional training for those working within communities that deal with severe psychic distress. At present it includes a network of CTs for



both adults and children, carrying out a peer-to-peer assessment called "Visiting", aimed at constant quality improvement and at a democratic transmission of best practices.

[www.mitoerealta.org](http://www.mitoerealta.org)

## CSGSS

The mission of CSGSS is to further the understanding of groups and organizations as social systems, with particular attention to unconscious and covert processes in group and organizational life, the dynamics of authority and authorization, power and other differences within and among socially diverse groups, and the negotiated use of interpretation to facilitate collaborative learning.

[www.csgss.org](http://www.csgss.org)



## PARTNERSHIP

OPUS ([www.opus.org.uk](http://www.opus.org.uk))

Fondazione Rosa dei venti onlus ([www.rosadeiventis.org](http://www.rosadeiventis.org))

TCTC (ex ATC) ([www.therapeuticcommunities.org](http://www.therapeuticcommunities.org))

Mulberry Bush Organization ([www.mulberrybush.org.uk](http://www.mulberrybush.org.uk))

Laboratorio di Gruppoanalisi ([www.laboratoriogruppoanalisi.com](http://www.laboratoriogruppoanalisi.com))

AIRSAM ([www.airsam.it](http://www.airsam.it))

INDTC ([www.indtc.org](http://www.indtc.org))

CNCA ([www.cnca.it](http://www.cnca.it))

Fenascop ([www.fenascop.it](http://www.fenascop.it))

SIRP ([www.riabilitazionepsicosociale.it/wordpress/](http://www.riabilitazionepsicosociale.it/wordpress/))

Thalassa House Comunità Terapeutica - Budapest ([www.thalassahaz.hu](http://www.thalassahaz.hu))

Il Biscione cooperativa sociale ([www.ilbiscione.coop](http://www.ilbiscione.coop))

Cooperativa Sociale Utopia ([www.cooputopia.it](http://www.cooputopia.it))

## PARTICIPANTS OF LFA HAVE SAID

*"I really fell in love with LFA. It was like seeing many of my most significant experiences merge and integrate; I suddenly saw the disclosure of a wholly new and revitalizing perspective from which I could watch several areas of my professional and personal life. As a consequence, my mind keeps coming up with new contributions I might give to such areas"*

*(D. Catullo, Psychotherapist/CT Coordinator)*

*This experience represents a very effective method to learn about unconscious behaviour in groups and about one's own role in the group's behaviour.*

*(G. Bratko, a participant from the US)*

*The key-word of the LFA Working Conference is then «real»: that is, a temporary organization which is, indeed, provisional, but not abstract/fictitious: it is, instead, immediate and concrete: precisely, real.*

*(G. Foresti, 2015 Staff Member)*



Fondazione  
Rosa dei Venti Onlus

il Biscione



Associazione  
Italiana  
Residenze per la  
Salute

The  
Mulberry  
Bush Organisation

LABORATORIO  
DI GRUPPO ANALISI

tctc The Consortium for  
Therapeutic  
Communities

COORDINAMENTO NAZIONALE  
COMUNITÀ DI ACCOGLIENZA

indtc

OPUS

FENASCOP  
Federazione Nazionale  
Strutture Comunitarie Psicosocioterapeutiche

Thalassa HÁZ  
BUDAPEST

