

arifana
INTERNATIONAL AB

in cooperation with



presents for the fifth time the Working Conference

TOLC

Transformation:
Organization, Leadership and Creativity



September 15 - 18, 2023
Hotel Noble House, Malmö, Sweden

A Working Conference is founded on the idea of learning through experience. This means that learning opens up for creativity, individually and together.

How do we create an organization? How do we use our creativity when leading? In what ways can creativity lead to innovation and development in organizations? Leadership takes a role in all this, for sure.

What about the role of creativity?

Development means transformation - how can we make sure we have a continuous development in our leadership and our organizations? These questions and many others can be explored in a Working Conference.

The conference will give opportunities to explore and reflect on how each person takes on their role/s and how each person wants to transform and thereby develop these. This transformation process, we think, will lead to the transformation and development of the organization.

The primary task of the conference is:

To give opportunities to explore and learn about how organization, leadership and creativity are linked together, to open up the possibilities for transformation and development.

For whom is this conference?

Everybody who has a leadership and/or managerial role in one or several organizations, or anybody who is simply curious about learning in a creative way about development and transformation. The conference is seen as a temporary, learning institution.

No earlier Working Conference experience is needed, except for participation in the B-system.

Conference director:

Louise Edberg

Conference coordinator:

Lukas Lybeck Sköld

Pre-conference coordinator:

Maria Palm

The conference staff has been recruited from the sponsoring organization's networks.

TOLC is now being presented for the fifth time. The conference has been held annually in the south of Sweden since 2018.

In the conference we offer two opportunities:

You can choose to participate in the A-system of the conference; this possibility is open to everybody, you do not need to have any earlier experience of a working conference. Or, you can choose to participate in the B-system of the conference; for this opportunity you will need to have had one or several earlier experience/s of participation in working conferences.

The participation in the B-system of the conference means two differentiations:

- Firstly, participants of the B-system conference will constitute their own subsystem.
 - Secondly, participants of the B-system conference will take on the role of co-consultants in the LIV working sessions.
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Conference Hotel:

Hotel Noble House
Per Weijersgatan 6
SE - 211 34 Malmö
Sweden

The conference hotel is situated close to the airports and railway stations of Malmö and Copenhagen. The conference is residential.

Languages:

Swedish and English

Questions:

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Prices:

Individual (shared room):
13.000 SEK

Individual (single room):
15.200 SEK

Company (single room occupancy):
17.950 SEK

25% Swedish VAT (moms) will be added.

Send applications to:

This year TOLC has an online application form try our QR code!
You can also reach the application form in our website Arifana.com under "aktuellt"



Working Sessions

Intro Plenary

We gather together and start the conference. What are the experiences of passing over the threshold into the Conference from the surrounding context?

Intro Plenary B

We gather together and start the B-system. What are the experiences of passing as a separate subsystem over the threshold into the conference from the surrounding context?

B-system

The B-system participants gather and work on preparing their role/s as co-consultants. This is done through working with their own subsystem as a whole, as well as working with other questions that are important to the system.

Sociogram

Using a Gestalt method, we will work on the three themes of the conference, to make roles and organization/s visible. Every sociogram is accompanied by interviews with each participant. Polarization and complementarity will be visualized and explored.

Transformations Analysis – TA

Work in smaller groups, where reflections can be made regarding learning, taken roles, organization and creativity. Here, participants can catch the opportunity to have insights and start their transformation process.

Transformations Analysis B – TAB

The B-system participants work together to reflect on learning, taken roles, organization and creativity. Here, participants can catch the opportunity to have insights and start their transformation process.

Dream Matrix

A reflection working session where we use dreams, daydreams, inner images and physical sensations to try to understand on a deeper level what the state of our organization is.

Macro

Here, we have the opportunity to explore what is happening in the “here-and-now” when all the participants are gathered together.

Micro

Here, we have the opportunity to explore what is happening in the “here-and-now” when the participants are gathered in smaller systems.

Life in the Institution – LIV

All participants and all staff are working together in smaller systems. The aim is to work creatively and actively so that the participants will take responsibility for the last working session in LIV.

Reflection

The whole conference gathers and reflects.

Final Plenary

Here we will have the possibility to share experiences and thoughts on learning, new insights and new working tools.

Final Plenary B

Here the B-system will have the possibility to share experiences and thoughts on learning, new insights and new working tools.

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Programme

	Friday Sept. 15	Saturday Sept. 16	Sunday Sept. 17	Monday Sept. 18
8.15-9.15		Dream Matrix	Dream Matrix	Dream Matrix
9.15-9.30		Break	Break	Break
9.30-10.30	Intro Plenary B	Macro 1	Macro 2	Final Plenary
10.30-11.00	Break	Break	Break	Break
11.00-12.00	B-system 1	Micro 2 / B-system 3	Macro 3	TA 3 / Final Plenary B
12.00-13.00	Lunch	Lunch	Lunch	Lunch
13.00-14.00	Intro Plenary	LIV 1 - Intro	Micro 3 / B-system 4	
14.00-14.30	Break	Break	Break	
14.30-15.30	Sociogram: Organization	LIV 2	LIV 4	
15.30-16.00	Break	Break	Break	
16.00-17.00	Sociogram: Leadership	LIV 3	LIV 5	
17.00-17.30	Break	Break	Break	
17.30-18.30	Sociogram: Creativity	TA 1 / TAB 1	TA 2 / TAB 2	
18.30-20.00	Dinner	Dinner	Dinner	
20.00-21.00	Micro 1 / B-system 2		Reflection	

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