

arifana
INTERNATIONAL AB

in cooperation with



presents for the sixth time the Working Conference

TOLC

Transformation:
Organization, Leadership and Creativity



September 13 - 16, 2024 for A participants
September 11 - 16, 2024 for C participants
Hotel Noble House, Malmö, Sweden

A **working conference** is based on the idea of learning through experience. This means that learning opens up for creation, individually and together.

How do we create an organization? How do we use our creativity to exercise leadership? How can creativity lead to innovation and development of our organizations?

Leadership matters, that's for sure.

And what is the importance of creativity?

Development means change - how can we ensure change and development in our organizations and in our leadership?

These questions and many others can be explored in a working conference.

The conference will provide opportunities to explore how each person takes their role or roles and how they wish to change, develop or transform them. This, we believe, leads to organizational change and development.

The primary task of the conference:

To provide opportunities to explore and learn about how organization, leadership and creativity are linked to create opportunities for transformation and development.

Who is the conference for?

Anyone who has a leadership or management roles in organizations or is simply curious to learn in a creative way about development and transformation.

The conference is seen as a temporary organization whose purpose is learning.

No previous conference experience is needed, except for participation in the C-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 in its sixth year. The conference has been held annually in southern Sweden since 2018.

In the conference we offer two opportunities:

Either you can choose to participate in the A-system of the conference. This is for every one disregarding earlier conference experiences.

Or you can choose to participate in the C-system. This requires previous participation in TOLC as an A and B member, or in other comparable conferences. Participation in the C system means that:

- C participants start the conference with a couple of days of theory and praxis (Wednesday 11/9 and Thursday 12/9)
- C participants form their own subsystem in the conference, at the interface between A participants and staff.
- C participants take a role as consultants in the LIV working sessions.

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

Prices:

A: individual (shared room)
13.500 SEK

A: Individual (single room):
15.800 SEK

A: Company (single room occupancy):
17.950 SEK

C: 24.950 SEK (single room)

Questions:

Louise Edberg +46 (0)70 547 31 77
louise.edberg@arifana.com

Lukas Lybeck Sköld + 46 (0)70 236 11 36
lukaslybeckskold@gmail.com

Maria Palm +46 (0)70 253 44 22
maria.palm@arifana.com

Application form:

Link:

[Application form](#)

QR-code:



Working sessions for C-participants

Intro plenary

We gather and start the C system. What are the experiences of entering into the conference as an individual and subsystem from the surrounding context?

Systems theory sessions 1 - 3

These working sessions combine lectures with discussions and independent work/praxis.

Key issues:

- Systemic psychodynamic theory of organization, role and task
- Boundaries and their importance
- The relationship between task, role and organization
- Roles in a working conference
- Conference design
- Conference sessions and why
- Authority
- Self-leadership in a consultancy role
- Leader- consultant dynamics

Mentoring

C participants receive individual mentoring with a consultant, from the staff.

C-participants can decide whether they wish to be mentored individually or in a group.

Program C 11 - 12/9

	Wednesday 11/9	Thursday 12/9
9.00 - 10.00	Intro Plenary C	
10.00 - 10.30	Break	Independent work
10.30 - 12.00	Systems theory part 1	
12.00 - 13.00	Lunch	Lunch
13.00 - 14.00	Systems theory part 2	Reporting independent work
14.00 - 15.00		Independent work
15.00 - 15.30	Break	Break
15.30 - 18.30	Systems theory part 3	Independent work
18.30 - 19.30	Dinner	Dinner
19.30 - 20.30	Reflecons, planning independent work	Mentorship 1

Working Sessions for A + C participants

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?

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 C – TAC

The C-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 C

Here the C-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. 13	Saturday Sept. 14	Sunday Sept. 15	Monday Sept. 16
8.15-9.15		Dream Matrix	Dream Matrix	Dream Matrix
9.15-9.30		Break	Break	Break
9.30-10.30	C: Mentorship 2	Macro 1	Macro 2	Final Plenary
10.30-11.00		Break	Break	Break
11.00-12.00		A: Micro 2 C: Mentorship 4	Macro 3	A: TA 3 C: Final Plenary
12.00-13.00	Lunch	Lunch	Lunch	Lunch
13.00-14.00	Intro Plenary	LIV 1	A: Micro 3 C: Mentorship 5	
14.00-14.30	Break	Break	Break	
14.30-15.30	Sociogram 1	LIV 2	LIV 4	
15.30-16.00	Break	Break	Break	
16.00-17.00	Sociogram 2	LIV 3	LIV 5	
17.00-17.30	Break	Break	Break	
17.30-18.30	Sociogram 3	A: TA 1 C: TAC 1	A: TA 2 C: TAC 2	
18.30-20.00	Dinner	Dinner	Dinner	
20.00-21.00	A: Micro 1 C: Mentorship 3		General reflection	

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