

**Myna Trustram**  
**Grant report for the NW Federation of Museums and Galleries**

**What did I do?**

In September 2007 I attended (with the help of a grant from the NW Federation) a conference, 'Working in Organisations' run by the Tavistock Clinic. Attendance is a requirement for students on the Tavistock / University of East London's MA programme 'Consultation and the Organisation: Psychoanalytic Approaches', which I am doing on a self-funded basis.

The conference is based on group relations theory which has been developed by the Tavistock and others over the last sixty years. This uses ideas from psychoanalysis and open-systems theory to analyse organisations.

The aims of the conference are to help participants develop insight into their own involvement in organisational processes and to thereby develop their effectiveness in organisations.

The conference is designed to be a miniature organisation in which various organisational scenarios and events take place. Participants meet together in work groups designed to illustrate and explore different aspects of organisational life.

**What did I learn?**

I learnt a considerable amount about the under- the- surface dynamics within organisations.

The interconnectedness of everyone within an organisation – we are all affected by each other's behaviour.

The absolute importance of an organisation having a clear task and boundaries.

The attempt to change (and certainly to transform) an organisation is highly ambitious. What is certainly possible is to learn and to apply that learning.

I learnt about my own tendencies to adopt particular roles in terms of management and leadership.

The value of starting from the 'here and now' experience of people when learning, as opposed to using models and training materials.

**How am I using this learning?**

I use this self awareness in my every day work within the Hub. Ironically perhaps it helps me shift my focus from individuals to the wider organisational system.

I am able to use the learning to help me think about the Hub partnership. Genuine and effective partnerships are hard to create and I am more aware now of the factors which can inhibit such working (eg competition, shame, aggression, envy).

If you would like to hear more about this approach to personal and organisational development, do get in touch:

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