

# 23<sup>rd</sup> BAPT CONFERENCE

7<sup>th</sup> TO 9<sup>th</sup> MARCH, 2012.

WALLACESPACE, COVENT GARDEN

**CLARE HOWARD, PhD, FRSA (ENTP)**

**Conference Director**



*Clare has spent much of her adult life being actively involved in learning and in supporting learning. At first this was through her own studies, later via a short stint in adult education, and then full immersion into the world of technology, trying to make technology accessible for non-specialist users, and coming to grips with all aspects of teams and organisational cultures. At a similar time she came across Type. Type awareness for individuals and teams and, increasingly, intercultural communications, is now the main focus now of her consultancy business. Clare is also the convener of London Type.*

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By the time this article reaches you, you will have already, we hope, booked for the 2012 BAPT Annual Conference.

You'll be aware that this year, there are some changes to the traditional format for the Conference. These changes result in part from the feedback of the 2011 survey of BAPT members, where many members expressed the preference for a conference that takes place mid-week, not the traditional weekend, and in London. We hope you have voted positively

Garden ([link:http://www.coventgarden.co.uk/index.html](http://www.coventgarden.co.uk/index.html)). Well, if we're to be in London, let's gather in an iconic part of the city. The move of the traditional Covent Garden vegetable and flower market to a different part of London in 1966 resulted in a transformation of the area into a thriving market for all sorts of creative hand-made crafts and vintage bric a brac, buskers to entertain the crowds, and bistros, cafes and wine bars to meet up with friends, pass the time of day,



*The rooftop restaurant at Wallacespace, Covent Garden*

by booking your place, as changes can only be appreciated by trying them out. Rest assured that you'll still be able to enjoy those elements of our Annual Conference that are at the core of our BAPT type community: knowledge sharing, an opportunity to talk type, interesting colleagues to network with, and stimulating specialist keynote speakers and session leaders presenting on a range of topics suitable for all levels and both personal and professional interests.

So what have we in store? **Let's start with the venue.** The Conference will be held at Wallacespace, a purpose-designed conference centre ([link:http://wallacespace.com/coventgarden.html](http://wallacespace.com/coventgarden.html)) in the heart of Covent

and watch the world go by. Likewise we hope that the move of the 2012 BAPT Conference to central London will give us the energy and inspiration for a conference to remember.

For the first time, accommodation is not included with the Conference booking. But to maximise the potential of the venue for networking, breakfast will be available at the venue everyday (included in the Conference fee, along with lunch and all drinks). And with lots of nooks and crannies for small break-out discussion groups, you can arrange your own mini interest group sessions in open-space style if none of the concurrent sessions appeal.

Thursday evening will be the **BAPT AGM**, followed by a free-of-charge early evening social event for Conference participants and speakers. We'll also help organise ad hoc dining-out groups on each Conference day so you can choose either to carry on networking, invite along your spouse or travelling partner, or give it a miss for a night out on the town.



Covent Garden: The Famous Pontis Cafe

In another break from tradition, you can now choose to come to the Conference for just 1 day, 2 days, or all 3 days. As many of our members work in and/or with the commercial sector, it's an ideal way of managing your diary commitments and still participating in the Conference.

Now to the substance of the **Conference programme**. We have a great programme of national and international speakers ready to share their knowledge and experience with you. The sessions cover a range of topics, for a range of levels, with both a personal development and an organisational development focus.

For our plenary sessions we are delighted that you will be able to share in the expertise of our two keynote speakers: **Danielle Poirier** from Canada, and **Gary Williams** from the US. Look out for their articles in this edition of *TypeFace* for an overview of their sessions which follow this article.

See below for more detailed information on the Pre-Conference Workshops, and for a flavour of some of the concurrent sessions on both Day One and Day Two.

## PRE-CONFERENCE WORKSHOPS

### WEDNESDAY 7TH MARCH



**Angelina Bennet: Getting to grips with Type Dynamics - taking type a step further**

This workshop will appeal to anybody who uses type, no matter what they are using it for. It is aimed at both qualified and non-qualified type users who have an understanding of the four type dichotomies, yet do not feel confident in

using whole type or type dynamics. It is also suitable for practitioners who want to find out more about how they can use type dynamics in their practice. Additionally, those attending the main Conference will get much more from it if they have a good grasp of type dynamics.

Type dynamics is at the core of Jung's work and its importance was emphasised by Myers and Briggs; however not many qualified practitioners feel confident about their knowledge of, or ability to use, type dynamics. This workshop aims to increase

type practitioners' confidence in using type dynamics by exploring each dominant function creatively and in depth using anecdotes, case studies, personal accounts and music. Type development and the role of the shadow functions are explored during the workshop to enable more in-depth work with type, as well as gaining some personal development during the day. The latter part of the day focuses on the practical applications of type dynamics in feedback, best-fit discussion, coaching and counselling.

### Clare Howard and Allyson Caseley: Type and Training - creating and sustaining engaging and empowering learning environments



Are you involved in designing or delivering training and learning or facilitation? This workshop is suitable for any level of type knowledge and experience, including non-practitioners.

How do we apply the knowledge and practice of type principles in the training room, classroom or any group learning environment? This workshop IS NOT about how to teach type itself, but how to extend your own training and facilitation skills to ensure that the learning environments that you lead create a stimulating and engaging experience for all learners - and all type preferences. Learn about how your own type preferences (and blind spots) can shut out other type preferences, and how to avoid this. Try out a number of techniques and tactics to ensure inclusivity and stimulating learning for all.

You will come away with a toolkit of new experiences and tactics to take your training to the next level. The toolkit will be applicable in both face-to-face training rooms and classrooms, as well as the virtual classroom.

## CONFERENCE PROGRAMME

### PLENARY AND CONCURRENT SESSIONS

#### DAY ONE, THURSDAY 8TH MARCH



Today's plenary session, entitled **What If? Pondering the role of depth psychology in our modern world**, will be led by Danielle Poirier from Canada. She will be sharing not only a map of the psyche and insights on the path to individuation, but stories of wholeness that bring the theory to life and shed a bit of light on a journey that is filled, mostly, with mystery.

**Grahame Morgan-Watson** will be presenting a double session on the **Enneagram: The Wise, the Fool and the Enneagram**. Both sessions are open to beginners and practitioners with some prior knowledge from other schools of the Enneagram. The first session introduces the key components of the Riso-Hudson Approach and the Levels of Development as a model for mapping the dynamics of personality through the Enneagram.



You will explore the instinctual motivations, fears and desires as expressed in the Enneagram, and how this manifests as the nine personality types in Human nature. The follow-on session explores the So what? of the Enneagram. How many times do we all experience reluctance to being 'typed'? Knowing our type can be a trap if seen as an end rather than a means! The Enneagram reveals that it is our reluctance to look that is the real trap. The journey of discovering our type is the means to waking up, to personal growth, and any kind of spiritual enlightenment. But even such grandiose statements matter little to most people trying to eke out a living or improve relationships.

Two of the other concurrent sessions on Day One have an organisational focus. **Anne Watson**, who will present on **Multi-Cultural Communications – type across global teams**, is currently Global HR Director of Worldmark International Ltd. As an experienced user of type, this role has enabled her to experience in depth the use of type as a powerful tool in the challenge of fostering great communication and team working skills across a multi-cultural global organisation. Her session will draw upon her vast experience "in the field", especially in relation to the development of teams in China, Mexico, and across Europe.

**Norbert Riethof**, from Prague, offers a session on **Type and Leadership development**. See more about Norbert in this issue's 'Letter from Europe'. This interactive session explores how personality type influences a leader's ability to adapt to today's constant change. It will show what impact personality type has on intuitive behaviour and on the leader's competence to work with others in an unpredictable environment. Later the session will cover how type development – especially authentic usage of leaders' dominant and auxiliary functions and conscious choices around usage of their tertiary and inferior functions – can help them be prepared for the world of tomorrow.



Why do we immediately warm to some people whilst others leave us cold? When conflicts arise, why do we view some people as trustworthy, and others as not? Why do we sometimes feel completely out of place?



**Robina Chatham** specialises in helping senior managers to develop political acumen, to master the art of influencing others and hence increase their personal impact at Board level.

Her session, entitled **Demystifying the behaviour of others through an understanding of archetypes**, will show how an understanding of archetypes will help us better understand the behaviour of others. She will argue that because we tend to judge other people's behaviour through our own values and belief systems, one may for example interpret someone with a cautious approach to spending as being thrifty whilst someone else may judge the same behaviour as mean. This tells us more about the judge than the judged.



Watching the Entertainers at Covent Garden

Attend the session, and you will take away a tool kit to help you gain insight into the motives and drivers behind other people's behaviour and what you can do to enhance your relationships for the better.

## CONFERENCE PROGRAMME PLENARY AND CONCURRENT SESSIONS

### DAY TWO, FRIDAY 9TH MARCH

Day Two of the Conference promises an equally stimulating programme. The morning brings us the plenary session by **Gary Williams** from the US. Intriguingly titled **The Journey to Hogwarts, Oz and Wonderland: embracing our own monomyths**, Gary believes that the hero's journey is an incredibly rich, universally understood yet underutilized tool for counsellors, coaches and consultants or anyone wishing to enhance their own lives and overcome difficult experiences. In his plenary session he will teach the hero's journey through popular film and share techniques and methods he uses in his professional and personal life to move the metaphorical to real life application.



Delivering one of the day's concurrent sessions is **John Lloyd**, who is *TypeFace's* Interest Area Co-ordinator for Religion and Spirituality. His session **Psychological Type and the Quest for Wisdom and Maturity** is likely to give us another take on the Gary Williams' plenary session on the Hero's Journey. John's session will be of interest to

anyone who is interested in reflecting on their life and the mistakes they might have made by doing what comes naturally, in order to develop their personal development journey.

**Allyson Caseley's** own geographic journey has brought her from New Zealand to settle in London. She and psychology have walked together for a long time; they have shared the same old overcoat. She bickers with it when she thinks it is being boring and only interested in classifying people into dysfunction boxes. So responding to the challenge of "Do some-

thing different, then”, in her session **Creative Learning to generate new outcomes for personal, team and business success**, she goes to the heart of what we all use to make sense of the world: language. By understanding how language and actions go together we can create ways for people to do different actions. This session will offer an introduction to the technology of language, how language makes realities and how we can use language to create access to possibilities for action. It includes examples of how to listen and how to talk to the meaning that drives actions and how to create pathways to new possibilities for clients, colleagues and students. It will demonstrate how creative learning can be used to generate new outcomes for personal, team and business success.



Piazza at Covent Garden



Another world traveller, **Susan Nash** divides her time between the UK and the USA as an organisational development consultant. Her session entitled **Influencing across organisational boundaries** illustrates how, in today’s complex, fast-changing business world influencing others where there is no reporting relationship is a required competency. Psychological type principles can provide a rich and comprehensive framework for this process. This can be achieved by understanding what drives different individuals (Temperament), knowing how to build rapport (Interaction Styles) and adapting the information you provide to different types and influencing decisions by suggesting different criteria (the Jungian functions). Her session will appeal to coaches, Organisational Development Consultants, organisational trainers, and anyone who has to influence others to take action. This session is designed for those who are looking for



new type applications, want a fresh look at type, or want more concrete business exercises and activities.

Continuing our theme of behaviours in organisational settings, **Alan Hodgson**, in his session **Deming, Cooperation In the Workplace and**



**the MBTI®**, asks us how W.E.Deming’s thinking on cooperation, individual performance and organisational effectiveness can help us come up with useful fresh approaches to organisational performance now that recently dominant ideas have shown to be lacking. His session will clarify the kind of organisational context in which the MBTI® might most effectively be deployed.

And **Danielle Poirier** will run a session to bring to life **The Magnificent 16** through her compilation multi-media gallery of Type Portraits. The Magnificent 16 uses paintings, animation, music, and interviews in which people tell how type shapes their approach to life in order to enable the viewer to inhabit just for a moment another person's world - to experience the world from within another's perspective that will enable them to know the richness of differences.



We look forward to what promises to be a rich and stimulating Conference. A full copy of the programme, including the social events is available on BAPT’s web site: [www.bapt.org.uk](http://www.bapt.org.uk) together with a downloadable booking form.