



BAPT 2017 PROGRAMME OVERVIEW

SUSAN NASH - PROGRAM CHAIR

I am very excited to tell you more about the upcoming BAPT Conference on April 6-8, 2017 in Missenden Abbey, Great Missenden, Bucks. The focus for this year's event is **Type for Change: Evolving People, Organisations and Concepts**.

We are again lucky to host a global range of type experts highlighting great diversity of both content and approaches. In addition, there will be plenty of opportunity to network with other type enthusiasts.

This Conference will also offer again a **bonus FREE session on Thursday morning**, facilitated by **Angelina Bennet**, to give greater insight into **the eight Jungian function-attitudes**. As this content will be referenced in many presentations, this will provide an opportunity to understand and review this framework before the full Conference commences.

Now let me provide the highlights about our plenary sessions (with more details in articles in later pages) and an overview of the three tracks of concurrent sessions exploring many facets around the subject **Type for Change**.

We look forward to seeing you there!

Susan Nash, Programme Chair



BONUS SESSION: FREE!

Thursday April 6, 2017 10:00 am – 12:00 pm: Understanding Type Dynamics

This session is aimed at anyone who needs a refresher about the eight cognitive processes, and for those who are already expert in this, this session can also serve as another way of exploring them. Additionally your anecdotes and expertise would be most welcome.

In this session, we will look at each of the cognitive processes (Si, Se, Ni, Ne, Ti, Te, Fi, Fe) through images, music and anecdotes. This will help to embed the understanding of the processes, as well as help participants to remember their characteristics. Additionally, participants will be able to explore how each of the functions resonates within themselves. A good understanding of the cognitive processes is essential for getting the best out of the conference sessions, so it would be great to see you there if you can make it.



PLENARY SESSIONS

Thursday April 6, 2017 1:00 pm – 2:30 pm: True Confessions of a White MBTI® Practitioner



Our kick-off speaker is **Laurie Lippin** who will be exploring a broader aspect of “appreciating difference”. Diversity and cultural competency are pressing issues that need to be addressed in every country today. Laurie will share with you some of her professional journey through the type world that clearly opened a window to that cultural diversity, what in her *Unravelling Whiteness* book she refers to as our “social geography”. She will help each attendee to consider his/her backdrop. Laurie will conclude with suggestions,

recommendations and urgings of what can be done to further the cause of bringing MBTI to a more diverse audience, and raising awareness and appreciation of difference in every delivery we do.

Thursday April 6, 2017 5:00 pm – 6:30 pm: Type and Transitions

Our closing speaker on Thursday is Susan Nash who will explore how Type can influence the Change Process using the Bill Bridges Transitions framework. First participants will explore transitions through the lens of Temperament – what motivates each type to change and what do they need in any change process to make it successful. The audience will explore Change through the Interaction Style lens to understand the underlying physical drive, mental belief and associated end results sought in the change journey. Participants will walk away with practical ideas and key insights into Why and How change might be made more sustainable for different types.



PLENARY SESSIONS

Friday April 7, 2017 9:00 am – 10:30 am: Personality Type Meets NLP

“Change is not merely necessary to life - it is life.” Alvin Toffler

Our kick-off speaker for Day Two is **David Hodgson** who will be describing how to use the knowledge of NLP to facilitate behavioural flexibility. It’s scary how good Type is at helping us understand who we are, predict how we will behave, which jobs we’ll love and what sort of arguments we’ll have with our family. It is less good at showing us how to change, evolve and weave these threads of preference in to a firm pattern of meaning. Parts of NLP can. When you blend the two approaches, a broadening of the personality occurs. This on-going expansion combined with the development of the individual personality can contribute to the natural process that Jung called individuation.



Friday April 8, 2017 5:45 pm – 6:45 pm: Type and Wine

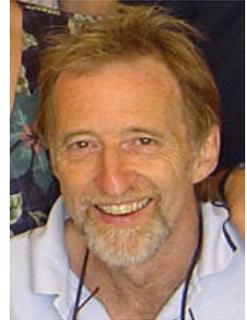
Our closing speaker for Day Two is Deborah Fleming. **Numbers are limited on this session to 40 so registration will be required.** (This time can be used by others who choose not to attend for quiet reflection or networking.) This experience will allow you to network with people at the conference expand your palette for wines of the world and deepen your ability to “Flex” your personality type. This innovative event lends itself to a type-aware audience that wants to answer the question: So what now? What happens after Best fit? How do I start to “Flex” my personality type?



CLOSING PLENARY SESSION

Saturday April 8, 2017 2:45 – 3:45 pm: Dark Matter in Organizations - Understanding the Relational Lens

Our closing speaker is **Roy Childs**. As far back as Galileo, astronomers have assumed that the universe is something you can see. Yet astrophysicists estimate that visible matter accounts for only 4% of the mass of the universe. The same theory can be applied to organisations. After all, relationships are all around us; no society exists without them; they enable life – personal life, business, communities – to function. Yet, they are invisible in the sense of being so pervasive that their influence is often taken for granted - and so they only tend to get noticed when they go wrong. This session will:



- Address why organisations pay lip service to relationships but then fail to give them the attention and resources they deserve
- Outline ideas on thinking more relationally as described in a new book 'The Relational Lens' being published by Cambridge University Press (October 2016).
- Link the Relational Proximity model to Type ideas to widen and enrich the facilitator's toolkit for interventions.

The session will demonstrate with a practical exercise, how an individualistic lens differs from a 'relational lens' in terms of generating different thoughts, behaviours and outcomes.

CONCURRENT SESSIONS: THURSDAY

Thursday April 6, 2017 3:00 pm – 4:30 pm: Evolving Concepts - What on Earth is Type?

Richard Owen will lead an exploration of “What is Type?” Perhaps this is the biggest question facing practitioners in the 21st Century. How can we answer this question in a brief and clear way that does justice to current Type theory? How can we make it understandable by the general public and also compatible with mainstream psychology and neuroscience? Much criticism and negativity is aimed at Type as a result of fundamental misunderstandings about what it is. In this session, Richard will present his current formulation and definition, whilst inviting the audience to question and challenge their mental models. The journey will take us beyond the familiar ideas of Myers-Briggs, whilst revisiting Jung, integrating current ideas from John Beebe and others, and embracing a wider scientific understanding of the mind and consciousness.



Thursday April 6, 2017 3:00 pm – 4:30 pm: Changing How We Use Our Brain Energy to Uncover Type Potential

Ann Holm will lead the audience through an informative and immediately practical session. First, participants will experience a "bandwidth quiz" that alerts teams to what fuels and



depletes the brain energy required for concentration, efficiency and effectiveness. Participants will also gain a basic understanding of the habits that fuel the brain, help in focusing, assist in filtering information, and avoid overwhelming it. Following that, we will consider the influence psychological type has on how one manages brain energy, given the demands of 21st century work, using the results of a research project from Dr. Jane Kise and Dr. Greg Huszczo. Finally, Ann will share a few case studies of clients who have been immediately impacted by these findings.

Thursday April 6, 2017 3:00 – 4:30 pm: Managing Conflict Now That Millennials are in the Mix

What happens when you mix millennials into a workforce composed of Baby Boomers and Gen Xers? More often than not, the answer is conflict. Managers are searching for answers, trying to understand what makes millennials so different from previous generations and how they can help them bridge generational differences and, in the process, improve organizational productivity. In this informative 60-minute session, **Sandra Stroope** will introduce the TKI[®] (*Thomas-Kilmann Conflict Mode Instrument*) assessment to demonstrate how you can help millennials communicate more effectively with members of other generations and manage conflict more productively.



CONCURRENT SESSIONS: FRIDAY

Friday April 7, 2017 11:00 am – 12:30 pm: Parenting and Change

Ben Lowater's session will look at Parenting through the Temperament lens, using the **Personality Parenting** model. The talk will introduce participants to a new way of looking at parenting by considering the needs of the child associated with their type and in the context of change. In particular, we will:



- Explore how each child's temperament responds to change in the home and how to introduce and use change whilst maintaining harmony and well-being adapted to suit each type.
- Explore how sometimes very small changes in parenting style, which more closely match the temperament needs of the child, can have dramatic, positive affects in the home.
- Share a wide range of hints, tips and tools from parenting professionals and how to select the right one according to your child's personality.

Friday April 7, 2017 11:00 am – 12:30 pm: Getting Real for NFPs

Are you or do you know an NFP who gets so bound up in idealistic hope that it becomes difficult to see reality and the writing on the wall? Do you get so engrossed in what 'could be' for yourself and others that you end up rather stuck? **Carol Parkes** will lead the audience through an interactive session to help understand why some NFPs find it difficult to change and move on. This includes the following:



- The potential perils of idealism - the personal cost of being too idealistic
- When introverted Feeling becomes a liability and not an asset
- How to make reality your friend
- How can you galvanise yourself into action? Who and what might help?

Friday April 7, 2017 11:00 am – 12:30 pm: Putting Type Theory into Practice

Mette Babitzkow Boje and **Tina Brøndum Kristjánsson** will focus on bridging the gap between theory and practical application in organisations. It is all about "how to" and making sure that typology works on a day-to-day basis between leaders and employees also after the consultants have left. First, they will explore using theoretical and practical language when working with lay people in corporate organization. In addition, they will share real life examples from their work with type in smaller and bigger organizations and take you through different exercises, showing you how a concrete and action oriented approach, can move type from theory into practice in your everyday work settings. Lastly, they will provide an introduction and knowledge of a toolset, which can be used to maintain knowledge about types after the experts leave the client or organisation.



CONCURRENT SESSIONS: FRIDAY

Friday April 7, 2017 1:30 pm – 3:00 pm: Eco Typology - How Types Underlie our Changing Ecology

According to Jungian psychiatrist Dr. John Beebe, “ecology has become our new living myth.” Virtually none of us has escaped being affected by a consciousness of crisis about our home planet. Because Jung included Earth in his understanding of psyche, it can be useful to explore our relationship with the planet through the lens of the “functions of consciousness” -- the eight function-attitudes Jung identified in his book, *Psychological Types*. Each function has made its unique downside contribution to the planetary problem, and likewise offers its own singular possibility of upside contribution to whatever solutions might be generated as we organize to meet the oncoming catastrophe.



Robin Wiley and **Vicky Jo Varner** will share the results of a 2015 survey that invited participants to provide ideas and opinions about the ecological future of our planet, correlated by type codes.

Friday April 7, 2017 1:30 pm – 3:00 pm: Three Keys to Effective Type Exercises

Making type visible through exercises is a key tool for helping individuals and team improve their ability to communicate, collaborate, and change. However, there is a world of difference between conducting an exercise and facilitating it successfully to reach the goal of changing people’s mindsets. In this workshop, **Jane Kise** will explore how to choose the “right” exercise, form groups (especially when not all types are present), and debrief the experience. The group will then engage in a deep exercise designed to explore the core differences between Sensing and Intuition and foster better communication. They will then debrief the facilitator moves and how to use the exercise in different organizational settings.



Friday April 7, 2017 1:30 pm – 3:00 pm; Type and Change



Debra Fleming will review the journey of a senior leadership team at the top of a privately owned UK organization with a big vision. This team embarked on a change programme in October 2016. The post-Brexit challenge and currency ambiguity was the backbone to this change programme. The story will be shared, along with the lessons learned from using MBTI Type in a large-scale change programme. With 16,000 employees to engage behind the vision the use of MBTI type in the Senior team both helped and hindered their process. How would the team deal with fear/loss/conflict whilst also trying to inspire the whole organization on a new direction and strategy? This is a story about what worked, what did not and also what they learned along the way.

CONCURRENT SESSIONS: FRIDAY

Friday April 7, 2017 3:30 pm– 5:00 pm: It's About Time - How Different Types Interact with Time

Markey Read will talk about the past and future and how different types start at distinct places in the timeline and attach unique significance to the past, present, and future. Whether you are a member of a professional team, group of friends or family there are plenty of opportunities for misunderstanding when referencing time-related information. In this lively and interactive workshop, the group will explore how and why different types experience time and use it in their business and personal lives. Participants will experience why some people seem to only talk about how “we did it in the past” and others want to “create a compelling vision for the future” before taking action; and why natural “brainstormers” often frustrate those who “jump into action.”



Friday April 7, 2017 3:30 pm – 5:00 pm: Evolving Alongside AI - Can Type Shape our Futures?

Do you search for information on Google? Have you ever booked travel or accommodation via the internet? If you answered yes to any of these, then you are using artificial



intelligence (AI) (and maybe AI is using you too). In this session **John Hackston** will focus on how AI can help, and maybe hinder, type practitioners, and how it may influence our future. The session will start with a short discussion of AI, followed by an exercise where participants work in small groups to think of what they, as type practitioners, can do that AI can't. The groups will then move round and suggest ways in which AI could perhaps do these tasks after all. The group will build on this to develop a clear view of how participants, as type practitioners, can add value over and above what a computer can offer.

Friday April 7, 2017 3:30 pm – 5:00 pm: Transformational Leadership

Leadership is a transformational development process. Jung's approach also focuses on personal transformation. In this session, **Aldert Oomkens** will link Jung's approach to The Leadership Circle (TLC). The TLC 360-feedback model of leadership development focuses on transformation from reactive to creative behaviours. It is a validated assessment, scored against a database of 450,000 leaders. Both TLC and Type are about energy flow, about mindset, and making conscious choices. This session will provide you with an understanding of the dynamics of reactive behaviours by linking them to the inferior function and De Lunas' model of the "survival games" people play. You will get more background on the Jungian view of personal development and you will become more conscious about how your reactive and creative behaviours relate to your psychological Type. The session will broaden your mind regarding the use of psychological Type in leadership development.



CONCURRENT SESSIONS: SATURDAY

Saturday April 8, 9:00 am – 10:30 am 2017: T/F and Masculinity/Femininity



As we know the biases around what cultures value in each gender—and how we stereotype both the ideal and how we lambast “deviant” behaviour in men and women—often has its roots in the Thinking and Feeling functions. In this workshop, **Jane Kise** will introduce values sets that tap into core definitions of masculine and feminine. Through the lens of leadership qualities, they will then unearth how organisations benefit from each set of values and what happens if one set is ignored. The group will then be introduced to a facilitated process to develop a motivating purpose for balancing the two sets of values in leadership and action steps for moving forward as a leader. This will be real-time strategic planning using “polarity thinking” tools, so that participants will walk away with both a new facilitation technique and a new understanding of what is at stake in the gender “wars”.

Saturday April 8, 2017 9:00 am – 10:30 am: The Tyranny of Extraversion and other "Popular" Preferences

In this highly interactive session, **Laurie Lippin** will reveal the dark side of some of our most cherished preferences, and their Step II facets. Participants will examine the "costs" instead of the benefits, the compulsions to behave in less than functional ways, and the double and sometimes triple whammy of the interaction of our preferences. Come to this session to own up to your own misguided overuse or exaggeration of some of your own beloved, but tyrannous preferences and then make commitments to manage such tendencies.



Saturday April 8, 9:00 am – 10:30 am 2017: How to Use Type Preferences Selling Change



In this highly interactive workshop, **Torsten Laursen** and **Mette Babitzkow Boje** will focus on how to communicate change to people with the opposite mental functions. Participants will be challenged to put themselves into the shoes of the opposite type through roleplay, feedback and plenary discussions. The aim is to train the consciousness of how different types need to be addressed to take in

information regarding change.

In the workshop, participants will be working with a change case, and challenged to communicate changes to types that are different from their own. It is all about the experience - even for an experienced type user, it can be interesting to try out roleplays and to take on the opposite perspective.



CONCURRENT SESSIONS: SATURDAY

Saturday April 8, 2017 11:00 am– 12:30 pm: Changing Behaviour with Interaction Styles



“Everyone thinks of changing the world, but no one thinks of changing himself” (Leo Tolstoy)

Interaction Styles is a practical tool for behaviour change and its unique value lies in linking outer behaviour with inner drives and stressors. In this workshop, **Catherine Stothart** will share the process she uses when coaching individuals and teams in Airbus and Audi, and the practical insights for behavioural change and team effectiveness that her clients have gained. You will have the opportunity to assess your own style, pick up cues about other people’s styles and learn some practical tips on how to adapt your behaviour to connect better with others at work and beyond.

Saturday April 8, 2017 11:00 am – 12:30 pm: Using Type to Evolve your Entrepreneurial Style

If an entrepreneur is “a person who sets up a business or businesses, taking on financial risks in the hope of profit”, then most independent type practitioners are entrepreneurs. Nevertheless, how can our knowledge of type help us to become more entrepreneurial, or to evolve and grow our entrepreneurial style? In addition, how can we use this knowledge to help our clients? In this session, **John Hackston** will draw on recent research by OPP and others to help the audience to understand what entrepreneurship is, how people with different Type preferences will tend to be entrepreneurial in different ways, and the practical implications for type practitioners and their business.



Saturday April 8, 2017 11:00 am – 12:30 pm: Access Your Superpower

(by developing your sidekicks, identifying your secret weapons, and unarming your foes)

Markey Read will use Beebe’s Archetype development model in this session to connect them to the unique pattern of type development for each of the 16 types and bring these eight Archetypes to life.



Powerful stories are all variations on the Heroic Journey. Each personality type develops throughout the life of the individual in the same pattern as the Heroic Journey. There are helpful sidekicks, friends, and fiends along the path and the Hero or Heroine must overcome obstacles, defeat foes, and use mysterious gifts in order to achieve the goal and return home safely. Instead of sidekicks, friends, and foes found in adventures in the physical world, however, our cast of characters can be accessed through the archetypal characters that “carry” or express the eight functions of each personality type.

CONCURRENT SESSIONS: SATURDAY

Saturday April 8, 2017 1:30 pm – 2:45 pm: Evolving our Notions of Change

Type has great potential as a self-awareness tool and yet this potential frequently remains untapped because its users are struggling to answer the “So What?” and “Now what?” questions and thereby missing the opportunity to relate type theory to the real issues people have at work. In this session, **Katherine Hirsh** will describe three mindsets that can derail our efforts to introduce, manage and sustain change. Using type as our change context, we will explore how changing our mindset and reframing type development in terms of "Why not?" "What makes it meaningful for me?" and "What opportunities for growth do I see?" can make type interventions more interesting, more effective and longer lasting.



Saturday April 8, 2017 1:30 – 2:45: Alternative Type Theories



In this session, **Olga Tangemann** will introduce participants to a new psychoanalytical concept of understanding personality type through analysis of non-verbal preferences in art, music, and cinema. The session will contain small group discussions and problem solving in relation to personality type identification. Participants will try out new skills of type vision by applying the theoretical concept and practical approach of associative Socionics.

Saturday April 8, 2017 1:30 pm – 2:45 pm: Professional leadership, using the Jungian Type

Drs. Ignas Jansen and Ir. Erwin Joosten will describe the “Implementation” program they run at the University of Applied Sciences of Arnhem/Nijmegen that teaches the students the theory and practise of ‘change management’ by doing. They would like to share experiences and lessons learned, both positive and negative, from introducing Jungian typology into the curriculum. The motto is, “Changes start with you!” In addition, change is becoming a constant movement within organisations and society. They would like you to share how they ‘translate’ and use type (especially temperament) with a colourful theory in letting students share and develop ‘their’ ideas.

