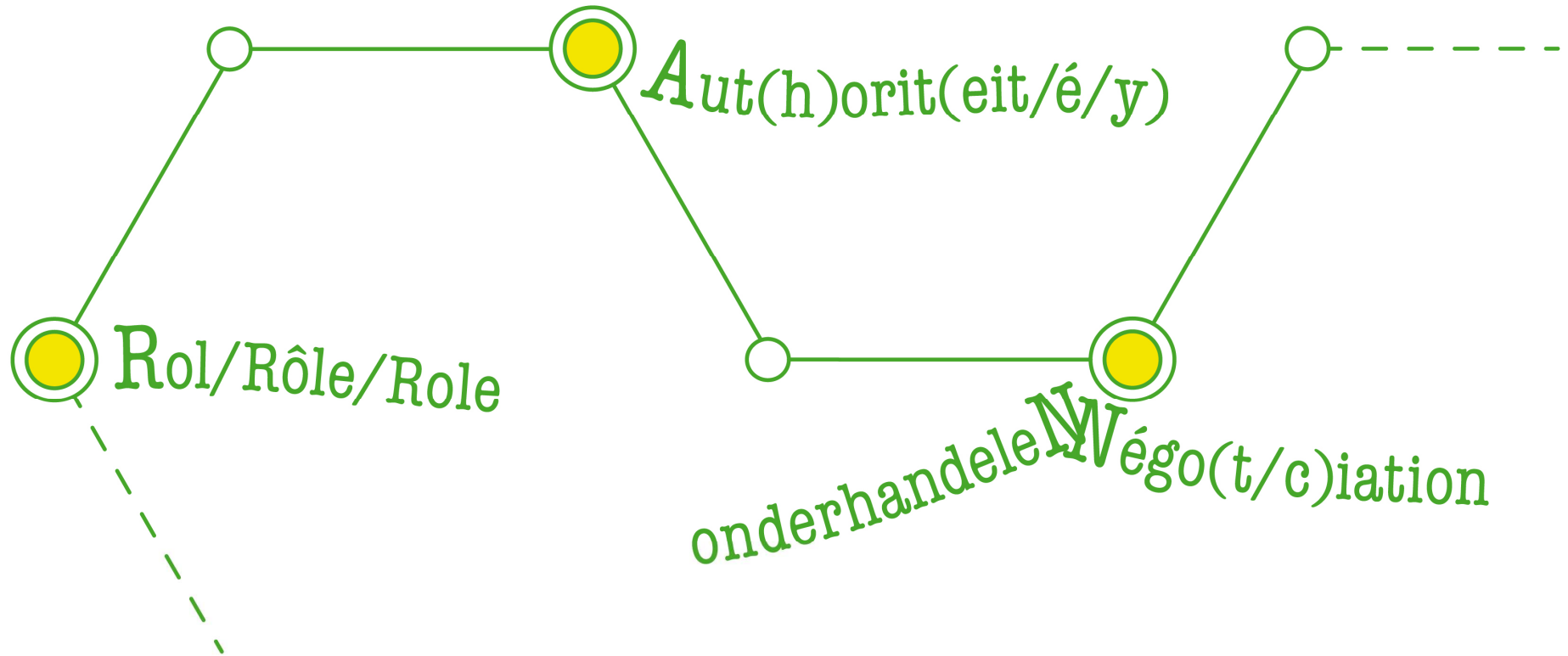


MaTRIS organizes



15th to 20th April 2013

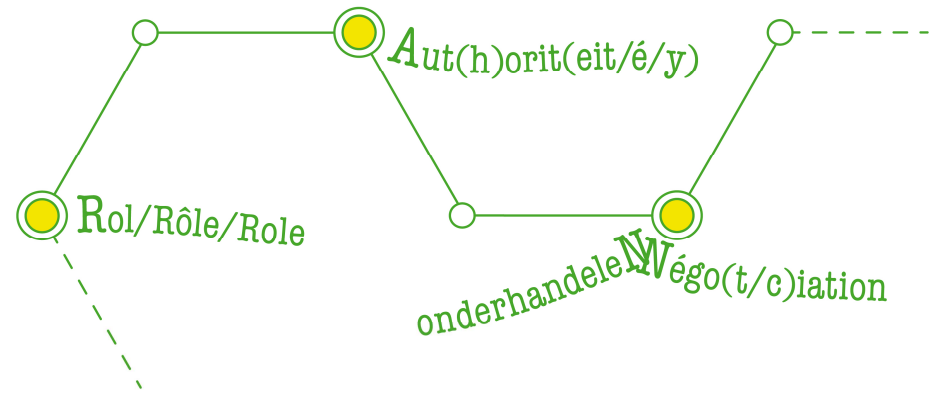
International working
conference on



MaTRIS is a non-profit association of experienced consultants and company leaders. It promotes innovative approaches to organizational transformation based on a deeper understanding of the relationships between the person, the roles and the institution.

MATRIS

What to learn from ARN?



The ARN working conference provides participants a powerful opportunity to **transform their role and authority within their institution.**

Participants will learn through **experience linked to reflection.**

This powerful learning process will enable them to

- ❖ Better understand **group relations**
- ❖ Work with **feelings**, not just with **thoughts**
- ❖ Gain insight on the **roles (un)consciously** taken
- ❖ Take **authority** for transforming these roles
- And hence, to **negotiate** in a more effective way.

And the participants shall finish the ARN working conference committing to a concrete action of transforming one of their roles within their institution.

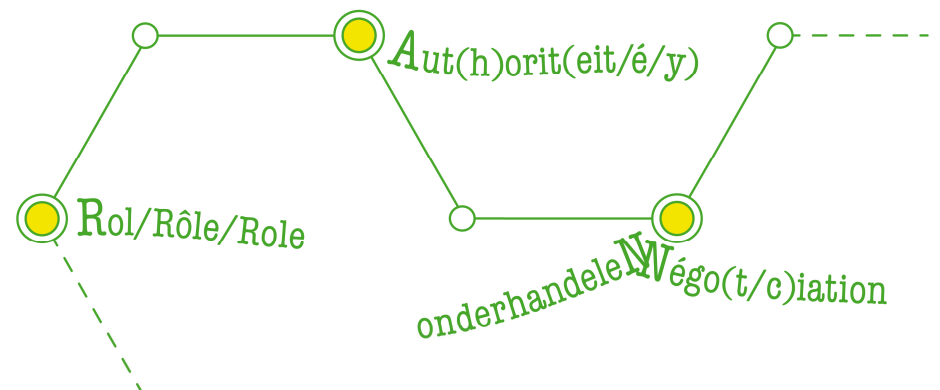
For whom is ARN?

We especially recommend the ARN working conference to leaders who

- ❖ Are in charge of **transforming their professional environment**
- ❖ Are facing **resistance to change**, and
- ❖ Need to **better understand why** and most of all
- ❖ Need to **innovate to better overcome** those resistances.

We recommend it also for all leaders who

- ❖ Tend to **think** and to **act** in a strongly cerebral way
- ❖ Would benefit from being better **connected with their feelings**
- ❖ Underestimate the impact of **unconscious group processes**.



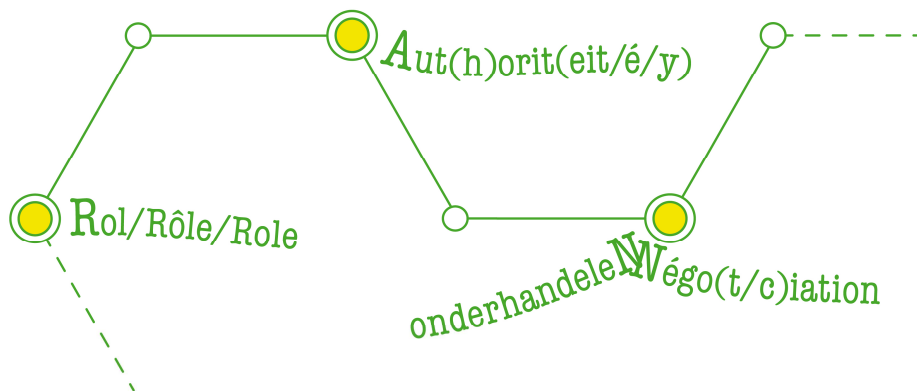
How does it happen?

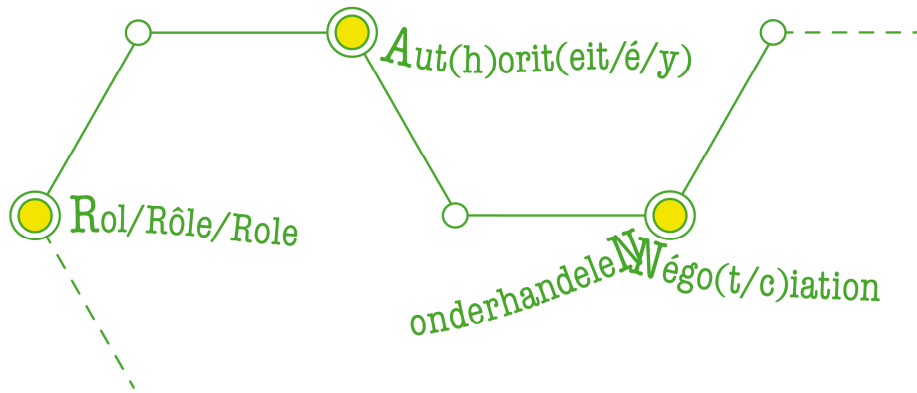
This working conference provides a **safe environment** for powerful learning through experience linked to collective reflection.

Progressively but effectively, participants learn more about their role taking and authority in this one week's working conference than in one year of work life.

Learning through experience means

- ❖ **Feeling** what is happening, or not happening
- ❖ Being **confronted** with oneself and gaining **insights**
- ❖ **Daring** to try
- ❖ Making the crucial step to **commit transforming** one role.





www.matris-asbl.be/authority-role-negotiation

Matrice pour la Transformation des Rôles et l'Innovation Sociale
Matrix for the Transformation of Roles and Social Innovation

The ARN working conference takes place in 2013 from **Monday April 15th at 13h45** to **Saturday April 20th at 13h00** at the Domaine des Hautes Fagnes in Ovifat, Belgium.

This duration and the residential setting are essential to allow participants to initiate the transformation they come for.

Conference Director François-Michel van der Rest leads an experienced international staff of experts in group relations and institutional transformation.

The ratio between the numbers of staff to participants will be one to four.

ARN is especially **needed** in the **current depression context**, where so many people tend to withdraw into **wait-and-see** mode rather than to **react** and **fight** the crisis.

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