Universiteit Utrecht

Onderwijs voor Professionals

Working conference Exploring the ‘Organisation-in-the-Mind’

Introduction
The working conference Exploring the ‘Organisation-in-the-Mind’ is based on two guiding assumptions. First, that to enter any organisation is to take part in a mental world, of feeling, thought, imagination and belief, which goes on both consciously and unconsciously and influences all that we decide to do as managers, leaders, professionals, employees, coaches, consultants or trainers.

Second, that this mental world, if we are able to hold it in reflection, is a powerful source of organisational intelligence, that can help us better to understand the dilemmas, challenges, and tensions of organisational life.

The term ‘organisation-in-the-mind’ is used to capture this sense of a mental world that we both live in and that lives in us: a resource for learning, understanding, and giving meaning to what is happening in the organisation and in ourselves, as we take up roles within it.

The working conference is highly interactive and designed to provide opportunities for members to examine and test these assumptions against their current experiences in their working roles and to rehearse implications for their own practice.

Aim and method
The aim of the working conference is to explore the value of ‘organisation-in-the-mind’ as a working tool for one’s own professional practice.

The method is to use one’s current experiences of working in and with organisations, and during the working conference, as material for reflection, analysis and learning.

The original design of this working conference is developed in collaboration with and under supervision of David Armstrong, Senior organisational consultant, Associate consultant at Tavistock Consulting (UK), distinguished member of The International Society for the Psychoanalytic Study of Organisations.

Dates: 9 to 11 December 2026
Tuition: €1.700 (tax free)
Location: Center of the Netherlands

Register at:
professionals.uu.nl

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Staff

MARTHA MENS (CONSULTANT)

Psychologist, senior organisational consultant, supervisor, experiential group consultant Inside Dynamics in Organisations (IDO), Utrecht University School of Governance.

MARTIJN VAN DER SPEK (CONSULTANT, PROGRAMME LEADER IDO)

General Social Sciences, Psychology, senior organisational consultant, coach, programme leader Inside Dynamics in Organisations (IDO), Utrecht University School of Governance.

WHO SHOULD ATTEND?

This program is a unique learning opportunity for professionals and leaders who guide and support others, including:

- Managers, consultants and coaches
- Trainers, teachers and counselors
- Organisational- and management development consultants
- Career advisors and others with accompanying tasks.

The working conference will be joined by participants of the Inside Dynamics in Organisations executive program, and external applicants are most welcome to join this event.

LANGUAGE

Depending on the participants, the staff will use Dutch and possibly English.

QUESTIONS?

With further questions please contact Martijn van der Spek M BSc:
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