

“Excellent course – ought to be mandatory for health service managers.”

*Child Psychologist*



## Courses & Training

### What is it

Organisational Development Seminars (Series B)

### When is it

April 2025 - September 2025

### Where is it

Online delivered by:  
Northern School of Child and Adolescent Psychotherapy

### What does it cost

Early bird rate: £283  
(Apply before 14th March 2025)

Standard rate: £311  
(Applications after 14th March 2025)

## Exploring authority and leadership at work

Using the Tavistock Model of Understanding the Dynamics of Work and Organisations

### Course Outline

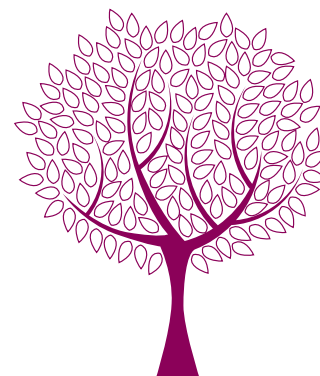
As part of NSCAP's commitment to professional and personal development we are pleased to offer a series of seminars focussed on the experience of working and leading in organisations. The seminars are an opportunity to develop a deeper understanding of work, organisations, and the individuals and groups within them. The distinctive feature of our approach is the attention given to the 'beneath the surface' emotions and dynamics that impact on individual and organisational functioning. The seminars explore how a self-reflective stance can enable participants to work better in complex situations.

They draw on the internationally recognised Tavistock model of understanding organisations which brings together learning from systems theory, psychodynamics and group relations training. The theory is applied to current trends in organisational development using examples from the course leader and participants.

On request, we can also run bespoke courses for specific teams or services.

The 2025 series of seminars will continue to be delivered via videoconferencing platform Zoom.

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### Learning Outcomes

Leaders exist at all levels in an organisation. Drawing predominantly on psychoanalytic and systemic concepts, these seminars address the complex factors that influence the ability to lead and to take up positions of authority. The seminars provide participants with a greater understanding of themselves in role and the capacity to understand the processes that affect functioning in organisations and teams. The seminars will be of interest to both experienced managers and to those moving into these roles, and also to consultants working with leaders.

The concepts used in this course are a development of Series A which is why completion of that course is normally a prerequisite. However, if prospective participants have sufficient knowledge of psychodynamic or systems concepts and want to explore these in a seminar setting then they should apply. The seminars would be a good CPD option for people who have completed the MA Consultation and the Organisation at the Tavistock Clinic or for some may provide a route into that programme. It will also be a good course for anyone wanting to improve their current practice as a manager or those thinking about taking the next step into a management role.

**Certificates for CPD will be issued**

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### Who should attend

These seminars are accessible to a broad range of professionals, managers and consultants working across the public, the independent and voluntary sectors. The focus of the seminars is on dynamics that can be observed in all types of organisations and teams.

Applicants are expected to have an interest in psychoanalytic ideas and their application to the understanding of organisational dynamics. Applicants for Series B maybe involved in the management, training or development of other workers, or perhaps engaged in consultative work with organisations.

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### Cost

Early bird rate: £283 (before 14th March 2025) Standard rate: £311

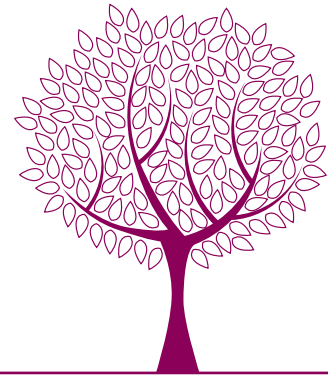
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### Course Leader/ Programme Facilitator:

**Tabitha Arulampalam** is a management consultant supporting organisations and teams to achieve their potential in challenging environments. She is a qualified organisational and occupational psychologist with training and experience in psychodynamic group work and the application of systems theory to groups and organisations. Prior to becoming a management consultant she

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## Series B: Exploring authority and leadership at work



**Course Leader/  
Programme Facilitator:**  
(Continued)

held various senior posts in the NHS, Local Government and the third sector. This experience has given her insight into different work environments. She uses a reflective approach with individuals and groups to explore relational aspects to behaviour and how ones inner life and outer behaviour influences effectiveness at work.

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**Date**

**2025**

11th April	11th July
9th May	8th August
20th June	12th September

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**Times**

Friday mornings 10.00am – 12.00 noon

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**Venue**

Northern School of Child & Adolescent Psychotherapy

The series will be delivered via Zoom. The Zoom link will be sent prior to the start of the seminar.

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**Applying for  
the course**

See following page for an application form, or contact:

Business Operations Office

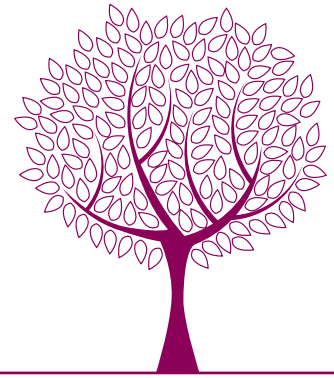
NSCAP, Main House, St Mary's House, St Mary's Road, Potternewton, Leeds LS7 3JX

Email: [nscapadmin.lypft@nhs.net](mailto:nscapadmin.lypft@nhs.net) Telephone: 0113 855 8750

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# Application Form

Series B: Exploring authority and leadership at work



## Personal details

Title: ..... Name: .....

Occupation: .....

Email address: .....

Address for correspondence: .....

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Postcode: .....

Telephone: .....

Any special requirements: .....

## Work experience and or professional experience

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Employing organisation: .....

Please describe your current work role and responsibilities: .....

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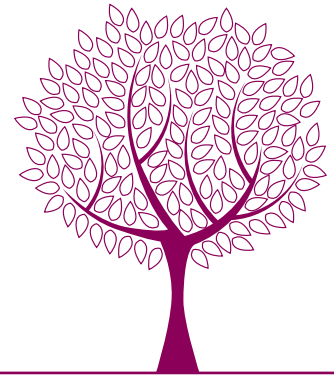
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# Application Form

## Series B: Exploring authority and leadership at work



### Work experience and or professional experience (Continued)

Why do you want to apply for this course? .....

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Have you previously completed a Tavistock/NSCAP course? Yes  No

If so, please state course: .....

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### Payment & Invoice details

I enclose a cheque (made payable to Leeds & York Partnership NHS Foundation Trust) for £ .....

Please invoice my organisation for £ .....

I would like to pay by bank transfer (payment details to be confirmed in acceptance letter)

NB: Organisation contact details MUST be correct for invoicing, ie NOT your place of work.

Name: .....

Job title: .....

Organisation: .....

Address: .....

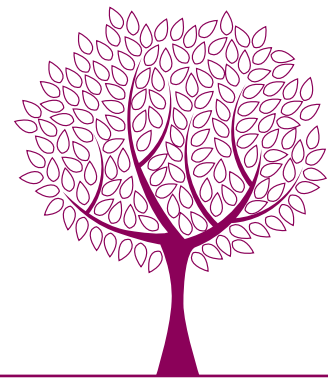
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Postcode: .....

Telephone: ..... (if required)

Purchase order No: .....

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### Cancellation charges

All cancellations are subject to an administration charge of 10% of the course fee.

Cancellations made less than 2 weeks in advance of first day are subject to 100% charge.

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### This form should be returned to

Business Operations Team

Email: [nscapadmin.lypft@nhs.net](mailto:nscapadmin.lypft@nhs.net) Telephone: 0113 855 8750

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### Keeping in Contact

Your personal information will be held on our database and used to process your application.

NSCAP would like to keep you informed of other events and activities that we feel are relevant to you. If you are happy for us to do this, please tick this box

If you do not want to be contacted about other events and activities, please tick this box

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### Terms & Conditions

#### 1.0 Payment Methods

- 1.1 Payment must be made in advance of the course start date. We prefer to receive payment by cheque and ask that you submit payment along with your application form. Please make a cheque payable to Leeds and York Partnership NHS Foundation Trust.
- 1.2 If your organisation has agreed to fund your place on the course, please provide invoicing details: name, job title, organisation, address and telephone number, and order number if required.
- 1.3 Please contact the Course Administrator on 0113 855 8750 with any queries about payment.
- 1.4 Places cannot be confirmed until receipt of payment.

#### 2.0 Availability

- 2.1 Please note that any courses may be limited in capacity, and will be allocated on a first-come, first-served basis. No guarantees can be made regarding the availability of spaces on any of our seminars prior to receipt of payment.

#### 3.0 Confirmation of Reservations

- 3.1 All reservations will be confirmed in writing with details of programme times and venue information provided.
- 3.2 Please ensure you provide an up-to-date email address as any details of final changes to the course will be emailed to your account. Please therefore remember to check your email account prior to the start of the course to ensure you are informed of such changes.

#### 4.0 Reservation & Cancellation Policy

- 4.1 All cancellations are subject to an administration charge of 10% of the course fee.
- 4.2 Cancellations made less than 2 weeks in advance of first day are subject to 100% charge.

#### 5.0 Further Information

- 5.1 For further information about all our future events and activities, visit [www.nscap.org.uk](http://www.nscap.org.uk), email [nscap.lypft@nhs.net](mailto:nscap.lypft@nhs.net) or call 0113 855 8750.

Your personal information will be held on our database and used to process your application and to keep you informed of our events and activities.

If you do not wish to receive information about our events, please tick this box