

# Information

## Venue

London Voluntary Sector  
Resource Centre,  
356 Holloway Road,  
London N7

## Refreshments

Tea or coffee on arrival and  
during coffee break.  
Please bring a picnic lunch.

## Booking Conditions

Your place is for your own  
use only.

Refunds of 50% will be given  
if a written request is received  
not later than 3 weeks before  
the date of the workshop.

Refunds cannot be given after  
that date.

We reserve the right to change  
the programme if a speaker is  
unable to attend.

**Total CPD:** 11hrs

## Further Information:

0207 254 2323  
www.confercpd.com  
ryan@confer.demon.co.uk

## To book

Please complete the  
booking form and return with  
payment to:

**Confer, 36a Mildmay Road,  
London N1 4NG**

## To join Confer

Please request an application  
form or download one from  
**www.confercpd.com**

Feedback from a participant who  
attended our workshop

## “The complexity of making money in private practice”

(29 November 2003)

“I am still savoring the goodies  
provided by your course last Saturday  
on the complexity of making money in  
private practice and I already want to  
share how much it has helped me to see  
money and my profession in a much  
more positive way. I have started already  
polishing my adverts, therapy room and  
strategies for the future and will certainly  
ring my “buddy” in 2 weeks time as you  
suggested!

One suggestion: How would it be for you  
to organise a follow-up course for extra  
support or new questions? I would  
absolutely love it and would certainly  
book in advance and be first on your list  
if you were to offer it!

Many thank to both facilitators, who I  
found handled the group in fantastic  
ways. From my subjective perception  
(being a teacher when I am not a  
therapist) I think you did it in admirable  
ways. WELL DONE!”

**Sylvia Battle, Psychotherapist**

# Introduction

Psychotherapy is one of the most emotionally and intellectually demanding occupations, and practitioners need to be as free as possible from concerns about their own well-being. These 3 workshops are designed to strengthen our confidence and resources in three areas of life that underpin our capacity to work effectively and securely:

- **Organisational Support**

We need to know that we are supported and valued by our colleagues, and to feel understood and empowered as a member of our training organisation or professional association. Negative organisational dynamics can be excessively preoccupying, draining of emotional resources and energy. Our first workshop is an opportunity for you to unravel the conflicts, projections or insecurities that you face in your organisation - to gain confidence in your position, and greater understanding of the complexities of the organisation's culture.

- **Making a Living**

Having invested, on average, £20,000 on psychotherapy training, each practitioner needs to be able to make a decent living. Yet many psychotherapists are failing to get enough well-paid contact time. This workshop is about examining your own issues around charging, understanding how personal beliefs may be limiting your income, and developing strategies for strengthening your portfolio of work and earnings capacity within an ethical framework.

- **Staying Well**

Using the insights of new, integrated approaches to medicine - as well as an understanding of the importance of raw emotion in the psychotherapeutic process - this workshop is designed to give you a clear understanding of the physiological mechanisms that can become strained by long-term work with emotionally challenging dynamics. We will cover basic facts about the mind-body interaction and show how these can be managed to reduce the strain on your immune system and to maintain your health.

## **Individual Consultations**

For those unable to attend but wishing to explore any of these issues on one-to-one basis with one of the workshop facilitators, individual consultations are available. Fees are individually negotiated.

## **Contact details are:**

David Beales:	dbeales@heartsandminds.fsnet.co.uk
Roz Carroll:	thinkbody@lineone.net
Richard Hawkes:	richardhawkes@btopenworld.com
Jane Ryan:	ryan@confer.demon.co.uk

# The Facilitators



**Dr David Beales, FRCP(UK) MRCGP**

is a doctor with 29 years experience in general practice. He has a particular interest in the whole-person approach to the understanding and treatment of disease, and specialises in working with psychosomatic and unexplained symptoms, integrating an understanding of the way that the body normally self-regulates and how the immune defence systems protects us. He teaches practical ways to help clients enhance their immune function. He writes, lectures in the UK and abroad and is conducting research supported by the Scientific Foundation Board of the Royal College of General Practitioners.



**Roz Carroll**

studied English at the Universities of Cambridge and Yale, going on to develop an interest in massage and body psychotherapy. She is currently a psychotherapist, supervisor and trainer at Chiron, and an author. She speaks widely on the application of neuroscience to psychotherapy, a subject on which she is one the UK's foremost thinkers. She runs the Embodiment and Emotion programme for Confer. More information about her work and writings can be found at [www.thinkbody.co.uk](http://www.thinkbody.co.uk).



**Richard Hawkes**

having previously been a scientific researcher into finding a vaccine for HIV and AIDS, Richard Hawkes went on to focus his career on the psychosocial issues surrounding the illness. He is currently Organisational Development Manager for Slough Borough Council, has extensive experience as a coach and trainer on organisational and personal fulfillment issues. Last year he climbed to the North Col of Mt. Everest.



**Jane Ryan**

worked for 15 years in community work and developed 3 organisations before training as an attachment-based psychoanalytic psychotherapist in the early 1990s. She founded and runs Confer, which provides cutting-edge educational projects for psychotherapists and doctors, as well as extending psychoanalytic theory into the wider culture through an association with the ICA. She has extensive experience in the field of coaching and motivational training. She is currently editing a new book, *How Does Psychotherapy Work?* to be published by Karnac in 2005.

The word "CONFER" is written in a stylized, hand-drawn font. Each letter is composed of multiple parallel lines, giving it a textured, 3D appearance. The letters are dark blue. The word is surrounded by small, colorful confetti pieces in shades of yellow, pink, and blue.

presents

# Practice Development Workshops

Saturday 8<sup>th</sup> May 2004  
*Handling Organisational  
Conflict*

Saturday 22<sup>nd</sup> May 2004  
*Resolving the Complexity of Making  
Money in Private Practice*

Saturday 19<sup>th</sup> June 2004  
*Protecting your Immune System  
in Clinical Practice*

# Booking Form

Name \_\_\_\_\_

Address \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_ Postcode \_\_\_\_\_

Telephone \_\_\_\_\_

Email \_\_\_\_\_

Occupation \_\_\_\_\_

Orientation (if psychotherapist) \_\_\_\_\_

I am booking for the following workshop(s). Please tick:

	Members of Confer	If funded by yourself	If funded by an organisation
<b>1 8 May</b> Handling Organisational Conflict	<input type="checkbox"/> £55	<input type="checkbox"/> £75	<input type="checkbox"/> £100
<b>2 22 May</b> The Complexity of Money	<input type="checkbox"/> £45	<input type="checkbox"/> £65	<input type="checkbox"/> £100
<b>3 19 June</b> Protecting your immune system	<input type="checkbox"/> £55	<input type="checkbox"/> £75	<input type="checkbox"/> £100

I am a member of Confer  Membership No. \_\_\_\_\_

I am enclosing £ \_\_\_\_\_  
(Cheques should be made payable to Confer)

Please debit card no:

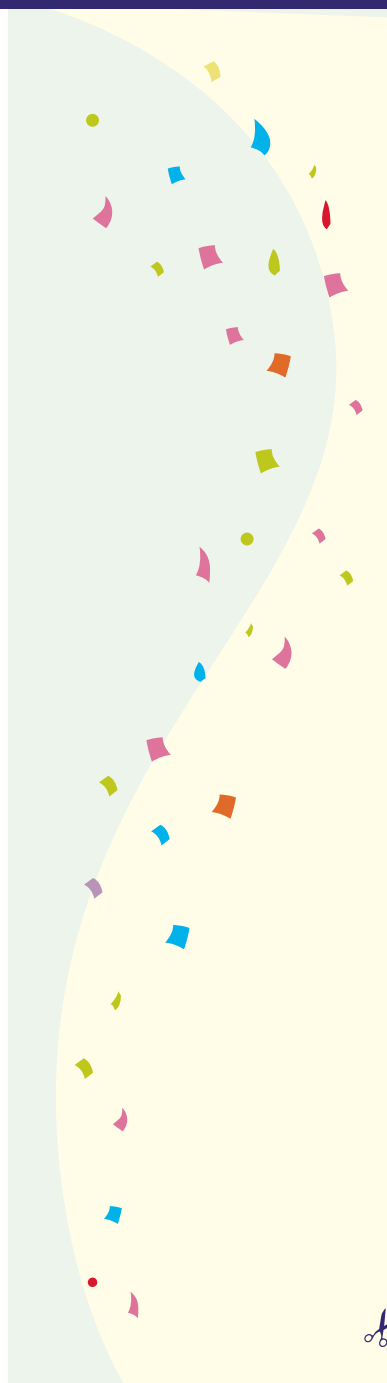
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Mastercard  Visa  Switch

Valid From \_\_\_/\_\_\_ Expiry Date \_\_\_/\_\_\_ Issue number

Vat Reg No: 823594025

Please return with payment to:  
**Confer, 36a Mildmay Road, London N1 4NG**



**Saturday 8th May 2004**

**Time: 10am to 4pm (with one hour lunch break)**

## *Handling Organisational Conflict*

**Facilitators: Richard Hawkes and Jane Ryan**

Using methodology derived from motivational training, organisational development and psychodynamic theory, this workshop will provide a contained framework for psychotherapists and counsellors to explore what is most challenging about being a member of an organisation.

We will begin by considering some of the complexity of organisational structures - hierarchies, power play, conflict, values, difference – and consider how these may be affecting you. We will look at how current conflicts or tensions might be shifted and confidence gained in dealing with similar dynamics.

We will move on to examine what you personally need from your home organisation, as well as the unique contribution you have to make and how to utilise this should you wish to do so. Finally, each of you will be given the opportunity to join a structured, on-going peer group that will provide support in applying the insights gained.

The workshop will be run as a structured enquiry, with opportunity for participants to both work privately and, if wished, in the larger group.

- Resolving tensions
- Managing hierarchies and power relations
- Training institutes: a particularly onerous challenge?
- Understanding scapegoating and damaging projections
- Identifying what you need from the organisation
- Knowing what you can contribute to the organisation
- On-going support for putting this into practice

### **Fees**

£55 Members of Confer

£75 if funded by yourself

£100 if funded by an organisation

**Saturday 22th May 2004**

**Time: 10am to 1.00pm**

## *Resolving the Complexity of Making Money in Private Practice*

**Facilitators: Richard Hawkes and Jane Ryan**

Again using methodology derived from motivational training, organisational development and psychodynamic theory, this workshop is designed to provide a structure for psychotherapists and counsellors in which to examine the strengths and vulnerabilities of their current work portfolio with a specific focus on earning a living.

The morning will begin with an introduction to some of the conflicts and inhibitions you may face about fees, and the needs of the client in relation to our own. We will then work with you to unravel some of the obstacles you may face in achieving a viable income within an ethical framework and look at ways of managing the marketplace environment for your work.

Our aim is that each participant will leave the workshop with a support structure in place for achieving an enriched portfolio and a clearer sense of the financial framework for their work. Participants may work privately or participate in the group, as they wish.

- Are you working as a psychotherapist for reasons other than earning a living?
- Are you stuck with ethical issues around earning money from this work?
- Are you earning an adequate income? If not what is limiting your earnings? What would increase these, and how might that be achievable without disrupting your values?
- Do you have the range of clients you need? If not, what might be getting in the way of achieving this? How might you shift that obstacle, and what would be the consequences in your life of doing so?
- Are you receiving enough professional support? Do you have a structure in place for sufficient supervision, peer support and networking? What would your ideal support scenario look like? How might this be achievable?

### **Fees**

£45 Members of Confer

£65 if funded by yourself

£100 if funded by an organisation

**Saturday 19th June 2004**

**Time: 10am to 3pm (with one hour lunch break)**

## *Protecting your Immune System in Clinical Practice*

**Facilitators: Dr David Beales, Roz Carroll and Jane Ryan**

Recent studies in psychoneuroimmunology demonstrate that caring for others takes considerable toll on the immune system. In a recent straw poll survey of psychotherapists' health we found that a surprising number had experienced serious or chronic illness during their clinical career. Even if we do remain well, working within psychotherapeutic relationships can be a stressful and draining occupation unless we take very good care of ourselves. But how do we process strong feelings – the raw materials of psychotherapy – and still maintain self-regulation, the key to good health?

This workshop will provide an opportunity for each participant to explore what psychotherapeutic dynamics you find most challenging, how feelings are processed, and where vulnerabilities may show up in your health. Information will be given on how mind and body interact through such mechanisms as, for example, over-breathing, disturbed sleep, the release of the stress hormone cortisol in the fight-flight process regulated by the hypothalamic-pituitary-adrenal axis.

Taking the centrality of the relationship between client and therapist, we will examine how self-regulation can be maintained, the buffer-zone against disease strengthened and energy levels restored. Exercises will be taught which are simple and known to be effective interventions both in protecting the immune systems and avoiding burn-out. We will discuss why fitness and exercise are important, and you will have the opportunity to design your own well-being routine. We will conclude the day by setting up on-going peer support groups for those who wish to work with others on maintaining their health.

### **Fees**

£55 Members of Confer

£75 if funded by yourself

£100 if funded by an organisation