

## **Organisational Re-Organisation: Adaptation and Attachment in the Workplace.**

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Steve Morris is founder and managing director of the Facilitator Agency UK. He was a group worker / performer with the Geese Theatre company, working as a specialized theatre practitioner in custodial and community settings. He now runs The Facilitator Agency which recruits, trains and provides facilitators in the public and private sectors of the UK.

*We work in the criminal justice system designing and delivering rehabilitation programs and awareness raising courses around all areas of offending behavior. We also provide training for professionals who are working with high-risk offenders. In the private sector, we engage professionals in thinking about their behaviour in relation to inclusion, creating and maintaining effective business relationships and leading and managing people through change. At the heart of our work is the combination of psycho-education with the use of applied drama and active methods, inviting people to think, differently.*

His work is designed to offer people a practical use of DMM theory, research, and simple neuroscience, to manage their psychological well-being and behaviour. The approach is realistic, hopeful, memorable, informative, practical and enjoyable. All of Mr Morris' work is evidence-based. Look out for an early evening break out session for people to come and see how he uses DMM masks to teach people!

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Proving attachment studies really can be fun Mr Morris will facilitate a workshop on using a DMM based psycho-educational approach to behavioural and systemic change in the workplace. Mr Morris will employ use of interactive exercises to explore the approach and there'll be no slides.

Can attachment strategies, developed through the life span and demonstrated during the Adult Attachment Interview (AAI), be observed in naturalistic work-based environments? So far there is scant research applying the DMM to work-place systems. What if a person demonstrates different strategies in different systems? If similarities between coding and behaviour are more clearly observed in the care-giving system than the spousal or organisational, how might an AAI coding be useful in providing context for behaviours observed; particularly when looking at adaptation and attachment in the work-place? Can the DMM provide a sophisticated and helpful structure to process behaviour and systems at work? How might creating a common vocabulary, for workers and leaders, help them make sense of what is happening in a dyad or system and improve behaviours and culture?

### Objectives

1. Learn more about how the DMM has been used as a model for understanding behaviour, in the workplace.
2. Take away practical exercises that can explore issues around attunement in work-based dyads.

3. Consider how assessments of attachment and adaptive strategies can inform our understanding of behaviour at work