

## Gilles Amado

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Gilles Amado, PhD in Clinical Psychology, BA in sociology, Msc in management, is Professor of Organisational Psycho sociology at HEC school of Management, Paris. He is a founding member of the International Society for the Psychoanalytic Study of Organizations (ISPSO), the *International Centre for Psychosociological Intervention, Research and Training* (CIRFIP), a member of the *French Society of Psychoanalytic Group Psychotherapy* (SFPPG). He has been co-editing two books on the transitional approach to change and recently published "Leaders in transition" (with R. Elsner), all three at Karnac Books. He is the chief editor of the *Nouvelle Revue de Psychosociologie* and a member of several editorial boards of international journals in social sciences. He worked as a psychoanalytic psychotherapist during twelve years in a French public centre and is presently conducting action research and consultation in a variety of countries in the area of industry, health services, education, music and sports.

## The Psychic Prison and Release within Organisations and Work Relationships

In this communication, I am exploring the dialectics oppression/autonomy or alienation/free will within the organisations of today because it seems to me that we need, on the one hand to constantly be aware of the forces which tend to prevent individuals from using their capacity to think and feel, and on the other one not to minimize people capacities to get around such obstacles and play with the exerted or experienced violence. After defining the psychoanalytic intersubjective approach of the "grip" and pointing out the present orientation of the movement of "organizational culture", I will present seven ingredients of the present psychic grip system:

1. the participation trap
2. the trades bursting and the magnifying of the (human) skill
3. Total assessment and the quantophrenic delirium
4. Ideological and organisational alibis
5. The heroisation of the individual
6. The "carrefourisation" of the minds
7. Storytelling

The aim of such needs, practices, discourses seems to deprive people from their transitional spaces and to lead them to reduce social and organizational issues to mere psychological ones. Still, no psychic "grip" process can be effective without a form of obligingness, complaisance.. And such complaisance is not as present as one can think. Several ways of resistance are used by people through preconscious strategies that we shall describe. In this presentation we shall refer not only to psychoanalysis research but also to the work of sociologists and novelists.