

GISC GATHERING, 16-17 June 2017 (Friday & Saturday)

LEADERSHIP TODAY: A NEW WAY OF WORKING

COORDINATOR: SUSAN L. FISCHER
IN CONSULTATION WITH LAURIE FITZPATRICK, STUART SIMON, MARY ANNE WALK

FRIDAY, 16 JUNE 2017

- 2:00 The Center welcomes you—with coffee, tea, & light food—to a sampling of GISC's offerings. . .
- 2:30 **Gathering Begins: Welcome** Laurie Fitzpatrick, Managing Director
- 2:45 **Ice Breaker**
- 3:45-4:00 **BREAK**
- 4:00-6:00 **Movement into Plenary I** Forrestine Paulay
- PLENARY I: ON LEADERSHIP** Belinda Harris & John Wipfler
(See description below)
- 6:00-7:00 Conversation, light snacks, time to plan dinner on your own

SATURDAY, 17 JUNE 2017

- 8:00 The Center welcomes you with coffee, tea, & light food.
- 8:30 **Welcome** Laurie Fitzpatrick, Managing Director
- 8:45-10:45 **Movement into Plenary II** Forrestine Paulay
- PLENARY II: ON LEADERSHIP** Belinda Harris & John Wipfler
(See description below)
- 10:45-11:00 **BREAK**

11:00-1:00 WORKSHOPS ROUND 1 (See descriptions below)****Space does not permit changes in workshop allocations.**

- (1.1) **Gestalt 101** (for both *novices & seasoned folks* who might want to teach/present “Gestalt”). Led by **Spencer Melnick**
- (1.2) **Coaching Conversations: Developing Your Staff for Leaders/Managers**
Led by **Adriana Bellerose and Dave Bushy**
- (1.3) **Supporting Managers as Frontline Leaders.** Led by **Stuart N. Simon**
- (1.4) **Leadership in Health Care Today: Building Resilience in a Broken System**
Led by **Marianne Roy**
- (1.5) **Leadership in a Multicultural Work Environment**
Led by **Debra Chaloux and Michael Walsh**

1:00-2:30 – LUNCH – Please go directly to Workshops (Round 2) after lunch!**2:45-4:45 WORKSHOPS ROUND 2 (See descriptions below)******Space does not permit changes in workshop allocations.**

- (2.1) **Developing Effective Leadership Relationships: “Leaning into” Resistance**
Led by **Joseph Melnick**
- (2.2) **Developing Leaders and Creating A Culture for Success:
GISC & the Leadership Story at Rockland Trust.** Led by **Michael Shipman & Stuart N. Simon**
- (2.3) **Developing Emerging Leaders**
Led by **Jamie Morin**
- (2.4) **Skills for Influential Leadership (from mid- to senior-level leaders): Impact with Intention**
Led by **Michael Walsh**
- (2.5) **Leading and Teaming in the Virtual Environment.** Led by **Louise Holmes**

4:45-5:00 BREAK**5:00-6:00 Q & A / Closing**

6:00-8:00 Cocktail Party: Mingle and Make Merry!
Enjoy a drink and an assortment of hors d'oeuvres while connecting with friends, old and new!

PLENARIES: LEADERSHIP I, II

The two plenaries will address both personal and organizational leadership issues and showcase GISC's leadership offerings. A taste will be provided of core concepts and feature topics such as: exploration of leadership values and assumptions; presence and style of influence; use of coaching skills in leadership; seeing patterns of interactions in teams and small groups; use of power and hierarchy; developing effective professional relationships.

About the Plenary Presenters

Belinda Harris, PhD, is Associate Professor at the University of Nottingham where she teaches masters programs in education, trauma and therapeutic counseling. She is a Gestalt psychotherapist in private practice working with individuals, couples and groups, a leadership coach and assistant editor of the *British Gestalt Journal*. As co-chair of the GISC Education Initiative, Belinda has developed and co-facilitated GISC programs for educators in schools and community colleges in Massachusetts, Maine, and Connecticut. Currently, she is faculty for GISC's core offering, Leadership in the 21st Century: A Unique Program for Senior Leaders.

John Wipfler, JD, MBA, is a health care CEO with twenty years of health care management, legal and regulatory experience. He has an avid interest in leadership concepts and practice, and has held leadership positions in both work and civic activities, including past Chair of the Board of the Institute for Civic Leadership in Maine. Currently, he is faculty for GISC's core offering, Leadership in the 21st Century: A Unique Program for Senior Leaders.

WORKSHOPS—ROUND 1: SATURDAY, 17 JUNE 2017, 11:00-1:00

(1.1) GESTALT 101 (SPENCER MELNICK)

Some core concepts of the Gestalt model will be presented for “newcomers” to the process. Gestalt comes from the German word meaning “essence or shape of an entity’s form.” Gestalt has become a well-developed theory of how people take in and organize information, and how they use it relating to each other. Some of the core concepts that may be surveyed include: awareness, contact, cycle of experience, figure/ground, multiple realities, optimistic stance, polarities. The workshop is also useful for more experienced practitioners who wish to think about how to present some of these core concepts in their practice, teaching and/or training.

About the Workshop Presenter

SPENCER MELNICK, LCSW, is an organizational consultant, coach, and psychotherapist who works with individuals, couples, teams, and organizations. His focus is on personal and professional development through greater self-awareness and improved communication abilities. His highly interactive and hands-on approach leads to enhanced interpersonal skills, greater self-confidence, and an increase in performance, productivity, and leadership.

(1.2) COACHING CONVERSATIONS: DEVELOPING YOUR STAFF AS LEADERS / MANAGERS (ADRIANA BELLEROSE & DAVE BUSHY)

“Coaching as a leader involves partnering with team members in a thought-provoking and creative process that inspires them to maximize their professional potential and desired outcomes.” This workshop will highlight the capabilities of coaching models to enhance leaders/managers’ abilities to have coaching conversations with members of their teams. The focus will be on the beginning, middle and end of coaching of models utilizing key interventions that will enhance the development of the leader and team members. It will also offer techniques that can be taken back to the “workplace” and utilized immediately.

About the Workshop Presenters

ADRIANA BELLERSE, principal of Adriana Bellerose & Associates, LLC, has lead several organizations as an executive of Human Resources & Organizational Development. Adriana is credentialed as a Personal Certified Coach (PCC) from the International Coaching Federation and holds the Gestalt International Study Center Coaching Certification. She is licensed to administer assessments including Management Research Group® (MRG) Strategic Leadership Development and Personal Directions® assessments. Adriana consults to organizations nationwide and specializes in leadership, executive and C-suite coaching.

DAVE BUSHY, MS, ACC (Associate Certified Coach) is a graduate of the Gestalt International Study Center. He is a former airline executive with extensive leadership and operations experience. He currently coaches executive clients throughout the country. He is also active as an operations and safety consultant, using his coaching skills in his practice. He works with Boston Executive Coaches.

(1.3) SUPPORTING MANAGERS AS FRONTLINE LEADERS (STUART N. SIMON)

As de facto leaders in organizations, managers in service industries have the unique stress of supporting those who have the most face-to-face interaction with customers. Whether seasoned or new to the position, managers often have difficult time balancing support for organizational goals, with unique employee styles and developmental needs. In this workshop we will look at three competencies that can lead to managerial success:

- Developing a range of "Presence"
- Balancing Intimate and Strategic© Behaviors
- Assessing and engaging range employee of behavioral styles

About the Workshop Presenter

STUART N. SIMON, LICSW, PCC (Professional Certified Coach) is a graduate of the Gestalt Institute of Cleveland, and has been a Gestalt therapist, coach, consultant, and trainer for over 35 years, working in the USA, Canada, Europe, the Middle East, and Africa. He is a senior faculty member of GISC, teaching in programs with a particular focus on coaching and leadership, as well as in the Cape Cod Training Program. He is a partner at Management Support Services, Inc. (an international management training and consulting firm) and teaches in the Executive Education program of the School of Management at Boston University.

(1.4) LEADERSHIP IN HEALTH CARE TODAY: BUILDING RESILIENCE IN A BROKEN SYSTEM

The burn out level in health today is astronomical. The health-care is broken and people still need to function in a broken health-care system. What strategies can health care

leaders use to help practitioners and others to develop resilience? Some simple strategies can go a long way; in this workshop, you will learn effective practices, such as strength-based coaching, to help build resilience.

About the Workshop Presenter

MARIANNE ROY, M.ED, is co-founder of the Healthcare Initiative. A graduate of the Gestalt Institute of Cleveland's Organization and Systems Development program, she is currently a faculty member at the Gestalt International Study Center. As an organizational consultant in the healthcare industry, she uses the power of relationships to integrate the core mission of caring with the business of delivering it. Healthcare clients include: Austin Heart, C.R. Bard, Beth Israel Deaconess Medical Center, Covenant Medical Group, Harvard Vanguard Medical Associates and UMass Memorial Health Care.

(1.5) LEADERSHIP IN A MULTICULTURAL WORK ENVIRONMENT (DEBRA CHALOUX & MICHAEL WALSH)

Business is increasingly a global landscape. The interchange of world views, products, ideas and other aspects of culture have generated an interdependence of economic activities that continues to grow as a result of more mature economies, ease of market access and acceptance of international business. Globalization requires leaders to lead with a global mindset embracing multiple cultural realities to achieve their desired outcomes. The Gestalt principles provide a strong orientation and framework for successful multicultural leadership. This workshop will address the relevance of the principles and components of cultural intelligence. Participants will have an opportunity to explore how the Gestalt concepts can be applied to enhance leadership competency.

About the Workshop Presenters

DEBRA CHALOUX, MA, is a Learning professional, Organization Development consultant, and Leadership Coach who also brings cross-cultural experience to her work. With over 30 years of business experience including work in retail, insurance, health care, manufacturing and the non-profit sector, her capabilities include organizational effectiveness, change management, leadership coaching and cultural awareness. In Belgium, she served as the Vice President of Organization Development and Learning for Delhaize Group, a multinational retailer, where she consulted, advised, and coached executive leaders. She earned her coaching credentials at the Gestalt International Study Center and is a certified International Coach Federation (ICF) coach.

About the Workshop Presenter

MICHAEL WALSH, MBA, advises senior leaders and their teams about successfully leading and supporting organizational change and development. He brings over thirty years of experience in helping organizations and leadership teams in Europe, Asia, and North America deal with resistance and support issues. He helped create the GISC program, "Skills for Influential Leadership," and is a current GISC board member. He has completed the GISC's Cape Cod Training Program (CCTP) and is a GISC Certified Coach, a International Coaching Federation (ICF) Professional Coach, and a Certified C-IQ Coach.

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| WORKSHOPS—ROUND 2: SATURDAY, 17 JUNE 2017, 2:45-4:45 |
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(2.1) DEVELOPING EFFECTIVE LEADERSHIP RELATIONSHIPS: “LEANING INTO” RESISTANCE (JOSEPH MELNICK)

"Of all the wonderful Gestalt concepts resistance is my favorite". – SONIA NEVIS
 How we work with differences and other perspectives is one of the primary strengths of the Gestalt approach. In this workshop we will first define the term, differentiating it from "resistance or contact styles," and then learn how to join or "lean into" resistance to create trust, connection and dialogue. It will include an opportunity for all to practice working with resistance.

About the Workshop Presenter

JOSEPH (JOE) MELNICK, PHD, is Chair of the Cape Cod Training Program and serves on the Board of GISC. He is a couple's and family therapist, an organizational consultant, and a teacher worldwide. The founding editor of *Gestalt Review*, he has published extensively and co-edited (with Edwin C. Nevis) *Mending the World: Social Healing Interventions by Gestalt Practitioners Worldwide*. He is about to publish a book written with Sonia Nevis, entitled *The Cape Cod Model of Change*.

(2.2) DEVELOPING LEADERS AND CREATING A CULTURE FOR SUCCESS: GISC AND THE LEADERSHIP STORY AT ROCKLAND TRUST (MICHAEL SHIPMAN & STUART SIMON)

In this workshop we will examine how OD professionals, using Gestalt theory and GISC concepts can support change initiatives by leading a process of intentional, focused, organizational self-awareness and self-regulation. In particular, this process can be used to determine which cultural attitudes, skills and competencies already exist, and which ones are needed for any particular initiative to be successful. Overlaid with the Cape Cod Model©, this approach can result in the identification of well-developed, developing and less-developed competencies necessary to support strategy.

About the Workshop Presenters

MICHAEL SHIPMAN, MSc (Business Management) is Vice President, Director of Talent Development for Rockland Trust, a highly rated, full-service, community bank headquartered in Massachusetts. He focuses on the progressive people strategies that contribute to Rockland Trust consistently being recognized on the Boston Globe's Top Places to Work list since 2009. He serves on the MBA board of advisors for the New England College of Business and is co-founder and past president of the Hanover, Massachusetts chapter of Toastmasters International. He holds the designation of Advance Practice in Organizational Development Consulting from the Gestalt International Study Centre and is a GISC Professional Associate.

STUART N. SIMON, LICSW, PCC (Professional Certified Coach) is a graduate of the Gestalt Institute of Cleveland, and has been a Gestalt therapist, coach, consultant, and trainer for over 35 years, working in the USA, Canada, Europe, the Middle East, and Africa. He is a senior faculty member of GISC, teaching in programs with a particular focus on coaching and leadership, as well as in the Cape Cod Training Program. He is a partner at Management Support Services, Inc. (an international management training and consulting

firm) and teaches in the Executive Education program of the School of Management at Boston University.

(2.3) DEVELOPING EMERGING LEADERS (JAMIE MORIN)

The transition from individual contributor to leader is often treated as a “sink or swim” proposition; many emerging leaders do not receive the support needed to be effective in their new roles. From a Gestalt perspective, personal and professional growth and development happens when individuals experience support—both internally and from their surrounding environment—in order to explore, experiment, and practice new skills and approaches. In this workshop we will discuss a model for supporting and developing emerging leaders that combines exposure to core leadership competencies, with facilitated group/peer coaching, and one-on-one coaching. You will learn about how this approach worked for one quickly growing Maine company, and we will discuss ways to adapt the model to address needs that participants may have in their own organizations or in their clients’ businesses.

About the Workshop Presenter

JAMIE MORIN, PHD (PSYCHOLOGY), MA (ORGANIZATIONAL MANAGEMENT) is the president of Synchrony Point Coaching & Consulting, which provides executive and leadership development coaching, as well as operational assessment and strategic planning services, to clients who come from many backgrounds including financial services, specialty pharmacy, technology consulting, business services, law enforcement, non-profit leadership, and higher education. Her formal coach training was completed at the Gestalt International Study Center and she is certified as a professional coach (PCC) by the International Coach Federation.

(2.4) SKILLS FOR INFLUENTIAL LEADERSHIP (FROM MID-TO-SENIOR LEVEL LEADERS): IMPACT FOR INTENTION (MICHAEL WALSH)

A distinguishing principle in the concept of **Presence** from a GISC perspective is a model that suggests presence is the manifestation of our assumptions about how to influence others and the personal style we employ to act on those assumptions. Another differential concept is that effective leadership is established by paying attention to the dynamic of outcome (strategy) and connection (intimacy) in influencing followers. Impact with intention will draw on an experiential exercise from “Skills for Influential Leadership” where our assumptions about influence will be approached by exploring the use of both Strategic AND Intimate behaviors. Participants will have the opportunity to reflect on their primary mode of influencing and the possibilities that expanding their range in establishing their presence may offer.

About the Workshop Presenter

MICHAEL WALSH, MBA, advises senior leaders and their teams about successfully leading and supporting organizational change and development. He brings over thirty years of experience in helping organizations and leadership teams in Europe, Asia, and North America deal with resistance and support issues. He helped create the GISC program, “Skills for Influential Leadership,” and is a current GISC board member. He has completed the GISC’s Cape Cod Training Program (CCTP) and is a GISC Certified Coach, a International Coaching Federation (ICF) Professional Coach, and a Certified C-IQ Coach.

(2.5) How Virtual Leaders can Build Trust and Engagement (LOUISE HOLMES)

Though virtual work has become pervasive, few organizations offer training or guidance on how to be effective as a virtual leader. Work groups and teams who share physical space develop trust with one another through face-to-face interactions, and informal conversations around the “water cooler.” What can a virtual leader do to create the conditions for connection, relationship and trust in the context of a virtual environment - so people are engaged and contribute their best work, collaboration grows, and results improve? In this short workshop, we will focus on two Gestalt principles that can provide new awareness for virtual leaders:

- Strategic and Intimate© Behaviors
- Multiple Realities (e.g., the differing perspectives of a virtual team member and a virtual leader)

About the Workshop Presenter

LOUISE HOLMES is a GISC Certified Coach who has over 30 years as a trainer and consultant to organizations on how to integrate advances in communication technology with their increasingly global leadership development needs, while creating a virtual context that fosters connection, engagement, and collaboration. In her leadership roles at Dell, Cornell University and the Texas Hospital Association she managed various combinations of direct reports and external consultants, on-site and virtual teams, and today, most of her work with other people is virtual. She is certified to teach emotional intelligence and diversity, and is a 2016 Conversational Intelligence (CiQ™) graduate.