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“The Gestalt International Study Center and its faculty have a unique, elegant and wonderfully simple way of working with individuals, groups and organizations. Participants experience the approach and get it in their bones. Unlike a typical training or lecture, this allows therapists, business and community leaders or consultants the means of sharing it directly with the systems they work in to achieve powerful impact. The tranquil setting of outer Cape Cod offers the luxury of a change in environment and the opportunity for reflection, which deepen the learning experience.”

Mark Hollern
Organization Development Consultant
Covance, Inc.

“My experience at GISC was amplified by the involvement of other students. GISC attracts people from around the world, and group exercises provide some eye-opening perspective. My classmates and I remain in contact to this day and, in spite of being from different countries, professions and walks of life, we share common goals. I am thankful for my time at GISC and for what it has added to my toolbox of skills I use both at work and at home. I look forward to returning for personal improvement.”

Steve Brazeau
Manager of Customer Service
Minto Communities, Canada

“In a recent Advanced Practice OD Certificate program, I was challenged to apply the core principles of Gestalt leadership to difficult problems I experience in the workplace as an internal practitioner. The faculty revealed a framework for working through dilemmas, led provocative discussions and shared useful resources. I walked away with greater confidence to handle dilemmas and a comfort in the reminder that we can't do this work alone.”

Michael Shipman
VP Talent and Organizational Development
Rockland Trust Company

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2012 GISC
PROGRAMS
AND SERVICES

www.gisc.org

ADVANCED TRAINING & DEVELOPMENT FOR
LEADERS, PRACTITIONERS & INDIVIDUALS



Transforming the way you live and work in the world



Welcome and Remembrance from Cape Cod

In 2011, GISC co-founder Edwin C. Nevis, PhD, passed away on his 85th birthday. The memorial service held at the Center included an outpouring of condolences and support and occurred between the launch of Professional Associates and the first annual Community Gathering. A fine tribute indeed to Edwin's life and legacy. Many fond remembrances of Edwin also appeared in the last issue of the 2011 Gestalt Review, GISC's academic journal co-founded by Edwin. One reflection in particular seems appropriate here: "He was huge in the ways in which he touched and impacted so many lives through his friendships, consulting, teaching, writing, and especially his mentoring of so, so many people."

A founding father of process consulting, Edwin taught at MIT's Sloan School of Management for 17 years and served as director of the school's program for senior executives. He also launched dozens of study groups, conferences, and programs at GISC. Edwin had a passion for lifelong learning and leading, and so does GISC. Though Edwin is gone, his legacy continues as strong as ever, evidenced by upcoming programs and successful initiatives. In 2012, we are pleased to offer Roots V: Gestalt Organizational Development in honor of Edwin. The conference will be held in Stockholm with co-sponsors Gestalt Academy of Scandinavia and Perlan Dialogue and Leadership.

The **Education Initiative** is one of many undertakings inspired and fostered by Edwin. GISC faculty are now working with school systems from Cape Cod to Maine, ranging from elementary grades to colleges; and in 2012 there will be two programs at GISC specifically designed for educators.

The **Healthcare Initiative** is going strong after the successful design and delivery of a customized leadership and mentoring program for physicians and their teams at an Alaskan native, relation-based, healthcare organization. We are also honored to have two healthcare industry experts as co-faculty in one of the leadership programs.

This 2012 program catalogue reflects the extraordinary efforts and capabilities of GISC Professional Associates, faculty, and guest faculty in transforming the way we live and work in the world. Whether for leaders, practitioners, or individuals, all program tracks have many new exciting offerings and faculty.

For **Leaders**, we offer a new series of Executive Forums starting in January with Setting Up New Worlds: Organizing Our Futures. The outcome of the January program will help shape the agenda of the May and September Forums. In addition, we now offer a program that will integrate Gestalt-based leadership principles with proven methods for creating a continuous improvement culture. Another new program will help leaders improve virtual work team effectiveness. This year we also welcome two new co-faculty for the popular cornerstone program for senior executives, **Leadership in the 21st Century**. Three other highly successful programs will be offered including Leadership Transitions which will be conducted in New York City.

For **Practitioners** including consultants, coaches, change agents, psychotherapists, lawyers, healthcare providers, and other service professionals, the Cape Cod Model programs continue to be successful, well-attended anchors for GISC. Most of our programs are eligible for continuing education credits by the American Psychological Association (APA) and/or the International Coach Federation (ICF).

In 2012, the renowned **Cape Cod Training Program** will be offered in Stockholm, Sweden, in association with the Gestalt Academy of Scandinavia, as well as in Wellfleet. For organization development professionals, we continue to offer a series of programs for fulfillment of the **Advanced Practice OD Consulting Certificate**. And for existing and prospective coaches seeking new skills and ICF certification, we now offer the **Competency Development Program for Coaching Certification**, with accreditation expected in 2012.

For **Individuals**, we will continue to offer the popular Next Phase program along with Women's Wisdom and several other programs. In addition, we are excited to offer a new **Summer Series 2012** of workshops for personal growth and exploration on diverse topics for mind, heart, and body. We will also be hosting our second annual **Community Gathering** in June, an event where newcomers and old-timers attend free workshops to explore the latest research and theory development, new program offerings, and GISC initiatives.

Nestled in the woods of Wellfleet, a short distance from the world-famous Cape Cod National Seashore, GISC offers a retreat-like training facility in an ideal location. Many participants return year after year not only for the programs but to reconnect with a world-wide community dedicated to lifelong learning, teaching, consulting, writing, coaching and mentoring.

And when you become a member of GISC, you will receive an annual subscription to the Gestalt Review. Please contact us if you have any questions. See you on Cape Cod!

Thank you,

A handwritten signature in blue ink that reads "David". The signature is fluid and cursive, with a large 'D' and a trailing 'y'.

David Tunney
Executive Director

Jamie Stewart, MBA, Chair; Mary Anne Walk, MS, Secretary; Amy Nevis, MS, Treasurer; Bridget Farrands; Robert Farrands, PhD; Katherine Greenleaf, JD; Joseph Melnick, PhD; Sonia March Nevis, PhD; Roy Partridge, PhD; Paul Rookwood, MLA; Donna Sabecky, MS; Deborah Stewart, MSW; Michael Walsh, MBA

GISC Board of Directors

Table of Contents

About GISC, GISC Europe	Page 2
Programs for Leaders	Page 4
Leadership in the 21st Century	Page 6
Creating and Leading A Continuous Improvement Culture	Page 8
Leadership Transition: Developing New Organizational Capabilities (ICF cert. pending)	Page 9
Leading Virtual Teams	Page 10
The Practice of Leadership	Page 11
Setting up New Worlds	Page 12
Skills for Influential Leadership (ICF cert.)	Page 13
Programs for Educators	Page 14
Advanced Skills for Influential Leadership in Higher Education	Page 15
Teaching for Impact: Interpersonal Skills for Effective Classroom Practice	Page 16
Programs for Practitioners: Consultants, Coaches, Psychotherapists	Page 17
Practitioner Development, Path of Study, and Certification Information	Page 18
GISC Advanced Practice OD Consulting Certification	Page 19
Cape Cod Training Program (ICF cert.) (US and Europe)	Page 20
Competency Development Program for Coach Certification	Page 22
Applying the Cape Cod Model to Coaching (ICF cert.) (US and Europe)	Page 24
Applying the Cape Cod Model in Organizations (ICF cert.)	Page 25
Applying the Cape Cod Model To Therapy	Page 26
Becoming an OD Practitioner: The Gestalt Approach	Page 27
Consulting Excellence: Finding Your Developmental Edge (ICF cert.)	Page 28
Executive Personality Dynamics for Coaches (ICF cert.)	Page 29
Introduction to the Cape Cod Model of Change	Page 30
The Next Phase: Life Strategies for Navigating Personal and Professional Transitions (ICF cert.)	Page 31
Working with the Body in Mind: Embodied Presence in Practice (ICF cert.)	Page 32
Wrestling with Ethical Dilemmas (ICF cert.)	Page 33
Roots V Conference	Page 34
Programs for Individuals	Page 35
Building Blocks of Creativity (ICF cert.)	Page 36
Couples in Conversation	Page 37
The Next Phase: Life Strategies for Navigating Personal and Professional Transitions (ICF cert.)	Page 38
Women's Wisdom: Managing the Complexities In Our Lives	Page 39
Summer Series - Programs for Personal Growth & Exploration	Page 40
General Information	Page 42
Membership and Publications	Page 43
Our History	Page 44
Biographies of Program Leaders	Page 45
Calendar	Page 48
Application	Page 49

This catalogue organizes programs according to those designed specifically for business and organizational leaders, those for practitioners such as organizational consultants, coaches, clinicians, psychotherapists and social change consultants, as well as personal development programs for individuals. However, the skills of all have much in common so cross-disciplinary participation is encouraged. Other professionals and all individuals are welcome and often attend.

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About GISC

Who We Are

The Gestalt International Study Center is a worldwide community of faculty, participants, and researchers engaged in the development of individuals, leaders, practitioners, and organizations. We create powerful and innovative learning experiences using a unique training methodology that produces enduring results.

Three important elements distinguish our programs. Our training programs are **rigorous**, our methods based on years of research and successful application across disciplines, cultures, and continents. The learning is **applied**, which means that our programs are concrete and practical, and you can put new skills to use immediately, although they may take much practice to master. The results are **profound**; there is a magnitude of impact in your work and in your life that is far beyond the norm. Because of this, many of our participants return year after year to GISC.

We are an independent nonprofit organization and a community of diverse individuals, anchored by the values of trust, optimism, generosity, and the importance of lifelong learning. As a nonprofit we have the flexibility to continuously refine and explore our theory and applications and aren't bound by the thinking or goals of any one individual or corporation. We are engaged in formal study groups, annual conferences, commissioned research, and the publication of books and academic journals as we seek to continuously deepen our insight into how people work well together.

What We Do

We develop highly successful business and nonprofit leaders, as well as practitioners involved with organizational consulting, coaching, psychotherapy, human resource development, education, and social transformation.

Through years of research, observation, and application in the field, we have developed theory and applications that articulate how individuals can be most effective, how people work well together, how groups develop successful interactions, and how organizations develop high performing cultures. Our core training technology combines experiences that support self-reflection with opportunities to practice new skills; we enable participants to learn and develop in a personalized way.

This theory provides a foundation and structure for learning, and our teaching methodology ensures that participants come away having internalized how to integrate new skills and use their full potential to be more effective in working with others.

Our training develops the following personal competencies in participants:

- Enhanced self-awareness and confidence
- Stronger presence and ability to impact others
- Increased capacity to observe, decide, and act with clarity and intention
- More skillful perception in the moment

Our training develops the following interpersonal competencies in participants:

- Developing relationships between people and between groups
- Articulating clear and useful feedback on the behavior of others
- Perceiving and building on the competence of individuals and groups
- Facilitating organizational effectiveness through systems knowledge and the dynamics of group interaction
- Leading successful change, recognizing and managing multiple perspectives
- Using the momentum of resistance as a part of change processes
- Understanding the development of high-performing organizational cultures

People who embark on a path of development at the Center learn to see more in themselves, their organizations, and/or their clients. They learn to do more through others by acting more quickly, clearly, and with intention. They learn to be more focused and impactful in how they interact and engage. They develop strong networks of influential people who share their values. They build their community, and they contribute to their fields.

At GISC we teach the application of Gestalt theory with a unique emphasis on perceiving and expanding existing competence as the foundation for achieving one's own and others' full potential. This seemingly simple shift in perspective opens up new choices and possibilities, provides a basis of trust and respect that supports both professional and personal development, and creates lasting change.

What is Gestalt?

The Gestalt model underlies our work. Gestalt comes from the German word meaning "essence or shape of an entity's complete form." In English, it is defined as "a collection of physical, biological, psychological or symbolic entities that creates a unified concept, configuration or pattern which is greater than the sum of its parts," and has more simply become known for the principle that "the whole is greater than the sum of the parts." It has become a well-developed theory of how people take in and organize information, and how they use it in relating to each other.

Gestalt psychology was the research and theory of human perception in the early 20th Century. It eventually gave rise to Gestalt Therapy and a Gestalt approach to Organizational Development in the mid 20th Century which works at the individual, group or organization

level - referred to as a system - to understand how that system perceives, interprets and responds to experiences of its internal and external environments.

Through the work of our founders and others over the last fifty years, the theory has been further developed into an extraordinarily powerful organizational development application, producing highly effective leaders, groups, and organizations throughout the world.

The Gestalt approach is an optimistic one, preferring to work with the potential of a system, and believes in the responsibility and the dominion of the system for making change. The practitioner works to improve the quality of experience and capability of the system by raising awareness and developing intention.

GISC Europe

GISC is committed to teaching a growing number of programs abroad to make our offerings more accessible to our European community. Gestalt International Study Center and the Gestalt Academy of Scandinavia (GA) created a formal alliance in 2011 to begin offering programs jointly in Europe. We are pleased to be offering the Cape Cod Training Program (CCTP) in Sweden jointly for the second time beginning in 2012. Please see the CCTP program description on pages 20 and 21 for dates and details.

For information on other upcoming programs not yet listed, please visit the GISC website.

Special Events

We are continually developing new programs and special one-time events for our community. This year, we will offer the second annual Community Gathering in June, bringing the GISC community together to learn what's new at the Center, to enjoy workshops and socializing, and to introduce newcomers to the Center. All are welcome to attend!

We will also launch an exciting new series of personal development and exploration workshops this summer with our new GISC Summer Series. See pages 40 and 41 for the schedule of programs and visit our website for more detailed descriptions of each workshop.

Please stay abreast of upcoming events and other happenings at the Center by visiting our website www.gisc.org often.

Leadership Development

For Senior Executives	Leadership in the 21st Century, page 6 Setting Up New Worlds: Organizing Our Futures, page 12 Executive Forums Custom Services, Training, Consulting, and Coaching, page 5
For Mid to Senior Level Directors & Managers	The Practice of Leadership, page 11 Skills for Influential Leadership: An Overview, page 13
Focused Topics	Creating and Leading a Continuous Improvement Culture, page 8 Leadership Transition, Page 9 Leading Virtual Teams: Increasing Virtual Work Effectiveness, page 10

Leadership Training Calendar

2012	
January 24-26	Setting Up New Worlds: Organizing Our Futures (Boston area)page 12
February 6-10	The Practice of Leadership for Individual and Group Effectiveness.page 11
April 10-12	Skills for Influential Leadership: An Overviewpage 13
May 21-23	Executive Forum
June 18-20	Creating and Leading a Continuous Improvement Culture.page 8
July 17-19	Leadership Transition: Developing New Organizational Capabilities (New York)page 9
September 12-13	Executive Forum
October 10-12	Skills for Influential Leadership: An Overviewpage 13
October 14-19	Leadership in the 21st Century (Week 1)page 6
November 2-4	Leading Virtual Teams: Increasing Virtual Work Effectivenesspage 10
November 5-9	The Practice of Leadership for Individual and Group Effectiveness.page 11
2013	
March 10-15	Leadership in the 21st Century (Week 2)page 6

Programs for Leaders

Superior business performance is directly connected to the development of leadership capability. Organizations that invest in developing their people as effective leaders and managers create a sustainable advantage in an increasingly complex and competitive business environment. Organizations with highly effective leaders outperform competitors and have a meaningful and significant impact on their communities and the world.

Often leaders come to their positions with extensive technical knowledge and experience but limited development in the skills of leading and accomplishing objectives through others. True leadership, rather than being the practice of power, is the ability to build influence and attract followers. Being influential requires understanding how one's personal style and presence impact people, in ways intended and unintended. Using a well-established and proven approach, GISC's leadership development programs will help leaders capitalize on their individual strengths to become more influential and effective, supporting their ability to lead high performing teams and organizations. GISC's proven training approach includes assessment tools, case studies, and a significant emphasis on practice, feedback, and reflection.

L Leadership



Participants benefit from:

- A personalized approach that develops the person in the position. The result is a more confident, resilient, and adaptable leader who can better meet any situation as it arises.
- Specific methodology for creating good teamwork and building organizational culture.
- Extensive feedback about the impact participants have on others, and techniques that increase their presence.
- Practice in the skills of leading group interaction, giving feedback, and having conversations that involve difficult topics.

Organizations will benefit from:

- Influential leaders who can positively impact both organizational culture and the bottom line.
- Increased retention of employees through leadership capacity that develops and uses talent effectively.
- Enhanced ability to respond to rapid shifts in the environment through leaders who understand how to manage change and respond to resistance.

Custom Services

For organizations that want to expand their leadership capacity beyond participation in programs, we offer:

- A leadership development partnership that provides a relationship with faculty, combining program participation with team development and best practice exploration with other organizations.
- Opportunities to bring your team here for facilitated retreats and consultation with our faculty.
- Custom-designed training solutions based on our theory and practices to meet specific organization development needs, and integration of the new learning into corporate culture.
- Referral recommendations for Gestalt-trained consultants.
- Expanded access to executive coaches.

“What I have learned from GISC has allowed me to create a more open and transparent company...so as our brand continues to grow in the marketplace, our organization can grow with that same mission, values, and beliefs.... We walk the talk. Companies that can pull this off, I think, have a much better and healthier life and increased opportunity for success.”

Stephen McDonnell
CEO and Founder
Applegate Farms

Leadership in the 21st Century: A Unique Program for Senior Executives

Dates	October 14-19, 2012 and March 10-15, 2013 Begins Sunday, 1pm Ends Friday, 1pm
Fee	\$10,450
CE hours	74
Faculty	Gerry Gaetz, MBA, CGA; Fran Johnston, PhD; Sonia March Nevis, PhD; and Stuart Simon, LICSW

Constant change is a defining element of modern organizational life, requiring leaders who are flexible, adaptable, and skilled at working with people. Executives depend on their co-workers to accomplish their business goals, so it is essential that they know how to get the best from their colleagues. The pressure to achieve necessitates constant learning — about their field, their teams, themselves, and how well their organization is working as a whole.

Few leadership development programs teach executives the capabilities necessary to leverage their highly developed technical competencies using new skills that promote individual and group effectiveness. GISC's Leadership Program uses a well-established and proven approach for increasing personal impact that will expand participants' knowledge about themselves as leaders — helping them build on personal strengths and develop the potential of those with whom they work.

The program is presented in two modules over a five-month period. It requires a commitment to attend both modules and to conduct an individual learning inquiry that relates to their organization between sessions. Each participant will be provided with an experienced executive coach who will work with them during Session One, in the time between Sessions One and Two, and following the completion of the program to support the integration and application of their learning.

The program provides a range of learning methods, including experiences which promote immediate personal insight, opportunities for intensive skill practice, plus time to reflect on one's own leadership profile within an organization. Participants will return to their organizations with new skills, increased confidence to lead effectively, and fresh perspectives on the role they perform.



“While companies spend time focusing on management and financials, they often ignore the most important element - people and leadership. The Leadership in the 21st Century experience was one of the most profound personal and professional experiences that I have ever had. The impact was such that I have implemented a full leadership program in my company based on what I have learned in Gestalt. We are working to make Gestalt leadership a ‘way of being’ for us - a central component of our culture, and a primary driver of our future success.”

Steven Aukers
CEO
Reckner & Blueberry

Session One:

Understanding Myself as a Leader

This work focuses on enhancing participants' self-perception and building leadership presence. The unique opportunity to receive feedback from peers and faculty and to expand their range of behaviors provides participants an opportunity to make an immediate impact on their practical leadership skills. The session will include the following:

- An exploration of core leadership values and assumptions.
- Practice with a simple model to enhance effectiveness and authenticity of communication.
- Heightening appreciation of elements of presence and style of influence.
- Introduction to action inquiry as a leadership tool.
- Use of coaching skills in leadership.
- Meetings with individual executive coaches in preparation for intersession work.

Session Two:

Leading Groups & Influencing Change

This work focuses on the skills required for leading and participating in groups, and is enriched by extensive practical experience in how groups function most effectively. The renowned Cape Cod Model will be applied to leadership through participation in a full case study during which experiential sessions will provide intense practice in conducting impactful meetings and obtaining commitment to joint actions. The important dynamics of power issues will be addressed, along with a comprehensive model for managing change. The session will include the following:

- Seeing patterns of interactions in teams and small groups.
- Supporting the healthy functioning of teams.
- Using strategic and interpersonal skills in a balanced and effective way.
- Using power and hierarchy.
- Seeing the interrelationship of multiple levels of organizations.
- Meetings with individual executive coaches to integrate learning.

Individual Executive Coaching

In order to ensure the individual application of the learning, each participant will be paired with an experienced executive coach. They will work together one-on-one and as part of a coaching team during and between both sessions to explore specific application of the learning to their role and organization.

Benefits

Participants will:

- Gain clarity about their individual leadership style and how it impacts others, promoting greater flexibility in the challenges they face.
- Develop a practical and empowering approach to leading teams and other work groups, providing the means to harness the capabilities of all team members to deliver their goals.
- Master skills of influencing others, both those they manage and those over whom they do not have direct authority, developing a wider range of approaches for a broad spectrum of situations.
- Engender skills to use in daily work and interactions with colleagues as opportunities for ongoing learning and personal development.
- Hone skills to manage conflict and resistance and use them as a force for change.
- Enjoy intense periods of contact with other leaders from a broad variety of organizations, gaining exposure to diverse business issues, best practices, and people who challenge and expand traditional thinking.

As a result, sponsoring organizations achieve superior business results with less effort and more creativity, are better able to adapt and change course when needed and with less resistance, and make better use of their people.

Participants

The program is designed for upper level executives in business, education, government, and nonprofit service organizations who wish to deepen their capacity to lead a high-performing organization. These individuals may now be at the top of their organizations or are being groomed for this level of leadership. The mix of leaders who come to the Center, coupled with highly accomplished faculty, creates a rich and intense environment for learning.

Creating and Leading a Continuous Improvement Culture

Dates **June 18-20, 2012**
Begins Monday, 9am
Ends Wednesday, 4 pm

Fee **\$2,750***
GISC Members, \$2,700

CE hours **21**

Faculty **David Verble, MS; Jim Luckman, MS; Michael Walsh, MBA; Debra Brosan, MA OD**

**Multi-person discount available when two or more people attend from the same organization.*



This program is designed to provide an intensive, highly interactive learning experience to enhance participants' understanding and practice of leadership behaviors that contribute to creating continuous improvement cultures. The primary goal is to deepen self-awareness and build new capabilities that can be immediately applied in leading the transition to organizations focused on problem solving, learning, and decision making for continuous improvement. Our approach builds new skills based on existing strengths.

Many companies and leaders realize that their businesses and organizations cannot thrive and possibly even survive in the current environment of rapid change and unpredictable economic and social shifts without engaging the minds of their employees in responding to the problems and challenges they face. Some see creating cultures of continuous improvement as a way to become more flexible and adaptive.

Traditional approaches to leadership do not, however, work well for creating this kind of environment in a company. In fact the behaviors of the top-down, command-and-control, budget-focused, results-driven manager are usually a barrier to engaging employees who are willing and able to step out and be self-initiating problem solvers.

In the recently published *Great by Choice*, Jim Collins and Morten Hansen contend that their "10Xer" companies which significantly outperformed their direct competitors during the period studied were not more ambitious, creative, visionary, bolder, or luckier. But they did have leaders who embraced "a paradox of control and non-control." Basically that means they were focused, disciplined, systematic and deliberate about what they could control or influence and at the same time remained concerned, vigilant and experimental about what they could not. And they worked to develop organizations with the same priorities and capabilities.

Attendees will develop and learn new management practices and leadership capabilities to create and support cultures in which appropriate problem solving responsibility for continuous improvement occurs at each level in the organization.

Benefits

Participants will learn how to build on their strengths to:

- Develop and be ready to apply Gestalt-based leadership capabilities and new skills for continuous improvement of key business processes.
- Learn about and develop your own leadership style and capabilities for large-scale change programs that require understanding, buy-in, and support at all levels in the organization.
- Learn the Plan-Do-Check-Act cycle for problem solving, continuous improvement, process management, and experimentation.
- Experience and learn new skills and insights for departmental, cross-functional, and project team effectiveness.
- Develop new ways to engage and align employees at all levels for improving value creating processes focused on delivery to customers.
- Learn how to understand actual conditions firsthand rather than relying on assumptions and how to resolve problems through rapid learning experiments rather than dictating solutions.
- Recognize multiple perspectives and improve skills to appreciate and manage resistance.
- Practice and increase capabilities for self-reflection, awareness, inquiry, dialogue, coaching, feedback, and presence.

Participants

This program is designed for directors, managers, program managers and project team members responsible for the design and delivery of business process continuous improvement initiatives.

*The fee for the program will be \$2,750 for the first person attending from each organization. Subsequent people attending from the same organization will receive a 25% discount. This is to encourage multiple attendances from organizations so that colleagues deepen their mutual understanding and can work together on their own organization.

Leadership Transition: Developing New Organizational Capabilities

Dates	July 17-19, 2012 Begins Tuesday, 9pm Ends Thursday, 5pm
Fee	\$1,750* GISC Members: \$1,700
CE hours	21
Faculty	Bridget Farrands
Location	New York, NY

**Multi-person discount available when two or more people attend from the same organization.*



Based on extensive research published in Bridget Farrands's book, Lost in Transition: How Business Leaders Can Successfully Take Charge in New Roles, this program will focus on the personal, business and organizational issues leaders need to master as they take on a new role.

What can be done to enable successful transitions into and out of leadership roles? How do leaders promoted into senior roles step up and take charge? How do senior executives manage their transitions out? And when people join the organization, how do you enable them to arrive well, survive the early weeks and quickly thrive in their new role?

The demands of this economy require a level of alertness and adaptability which stretches the attention of most leaders, making it difficult to be purposeful about transition. Yet the pace and scale of change in many sectors is asking managers not only to bring specialist, functional skills to a new leadership role, but also a new range of change skills: those of being able to transition effectively and successfully in shorter and shorter periods of time. This applies also to the selection and leadership of new teams, where the transition demands become more complex and demanding.

Participants will learn about the individual and team issues that typically are faced by leaders in new positions. In this seminar, the faculty will work with participants on the capabilities that support successful transitions, as well as the organizational dynamics that greet new leaders. How do new leaders get their 'feet under the desk' so that they are alert to the organization's needs and their own leadership impact?

The seminar will also address the organizational and personal dilemmas that outgoing executive leaders wrestle with through a transition. These include embracing a legacy while purposefully making space for new leadership, and the experience of greater personal freedom along with diminished power and authority. This is a hands-on, practical workshop: using a range of cases, tools, frameworks and personal experience, participants will apply the capabilities of transition to their own individual and organizational settings. They will leave with a better understanding of how transitions can be used as a period of rewarding personal learning, as well as how leaders can enable new arrivals in their teams/organization to arrive, survive and thrive.

Benefits

Participants will:

- Learn to recognize the three key stages of transition.
- Be able to recognize the eight key "tensions" active in transition and then balance these to best effect.
- Determine how to choose one of four essential management styles, depending on the situation.
- Strategically plan transitions taking all of these into account.
- Have extensive opportunity for practice.

Participants

This program is designed primarily for leaders in or approaching transition, but will also accommodate a limited number of consultants with roles in supporting senior leader transitions.

ICF certification for continuing education credit pending at the time of publication. Please visit our website to confirm certification.

Leading Virtual Teams: Increasing Virtual Work Effectiveness

Dates **November 2-4, 2012**
Begins Friday, 3pm
Ends Sunday, 4pm

Fee **\$1,425**
GISC Members: \$1,375

CE hours **22**

Faculty **Donna Dennis, PhD, and Roy Partridge, PhD**

The program also includes three two-hour sessions via WebEx after the face-to-face portion of the program in order to provide the opportunity to apply principles and practices learned in the program (dates and times to be determined).



Workplaces around the world are enjoying the power and opportunities of being linked virtually through technology. This program addresses the new challenges that team members and their leaders face as they learn ways to establish meaningful connections with one another that result in high levels of trust and inclusion.

This program is designed to provide leaders and others who work virtually with tools and techniques to increase effectiveness as virtual leaders and team members. The course is ideal for members of the same organization, however, attending individually is an effective way to increase awareness of the unique needs of virtual workers and leaders as well as build leadership skills.

Research shows that virtual teams can outperform collocated teams if they utilize new skills and processes to accomplish results. The Gestalt International Study Center's approach to leading virtual teams provides the unique skills and perspective that leaders need to make the transition to successfully working virtually.

In this program we aim to address the challenges many team members report such as feelings of isolation, alienation, and detachment associated with virtual teamwork: "I find that by working at home, my work is my home and I miss interaction. I don't have as many people to network with on issues or successes. Sometimes I can't reach anyone by phone and it's frustrating. When you work in an office, you just look over their cube and there they are." And, "as much as we want to go and run the world from our bedrooms, in our slippers, we are humans, we have to be touched, seen, and heard."

Benefits

Participants will:

- Learn how to make an assessment of strengths and needs of their virtual teams.
- Learn how to match technology to the needs of the team's task.
- Receive personalized, ongoing feedback from participants, peers, and faculty.
- Gain experience with applying intimate and strategic behaviors in a virtual context.
- Learn how to coach and manage performance from a distance.
- Develop their own "tool kit" for leading teams virtually.
- Build a network of continuing support .
- Understand how to build trust from a distance.
- Insure that team members feel included when working from a distance.

Participants

This program is designed for leaders with teams who work from a distance or for those moving into virtual work.

"A year after taking GISC leadership programs, I've noticed how much more at ease I am in high-pressure situations. I've come to appreciate my strengths and rely upon them more naturally."

Donna Sabecky, President
Community Connections, Inc.

The Practice of Leadership

For Individual and Group Effectiveness

Dates	February 6-10, 2012 Begins Monday, 9am Ends Friday, 3 pm
Fee	\$4,300 GISC Members: \$4,250
CE hours	32
Faculty	Marianne Roy, MEd, and John Wipfler, JD, MBA

Also offered:

Dates	November 5-9, 2012
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This program is designed to provide an intensive, highly interactive learning experience to enhance your understanding and practice of leadership. The primary goal is to deepen self-awareness and build new capabilities that can be immediately applied in the context of your organizational group, team, or department. Our approach builds new skills based on existing strengths.

The program will provide an overview of Gestalt-based leadership principles including the cycle of experience, multiple realities, resistance, appreciative stance, advocacy, inquiry, dialogue, as well as strategic and relationship behaviors. It will also explore the notion of leadership in service of getting things done with others.

A major focus of the program is on individual learning, developing personal insights and skills in the area of reflection, purpose, presence, adaptability, change, communication, use of authority and power, as well as giving and receiving feedback. However, leadership is influenced and informed by the organization's culture. This program will help raise your awareness of cultural norms and practices in your organization and how they influence group effectiveness and leaders at all levels.

The other major focus of the program will explore group dynamics and build skills to improve team effectiveness. Participants will have the opportunity to practice the integrated use of authority, self-awareness, and adaptability in a group context. We call this capability self-leadership, and it will help participants to more effectively lead groups within their organizational context. The concept of self-leadership is an essential capability for personal development and professional success in a rapidly changing world.

This program provides a unique forum for growth and development through the experience and integration of learning from practice and reflection, learning from others, learning from highly-interactive small group exercises, and learning from theory and case studies.

Benefits

Participants will:

- Develop knowledge and experience of self-leadership.
- Develop new, life-long skills that can be applied immediately.
- Improve ability to get things done with others.
- Identify organizational challenges and how to apply GISC leadership principles to address those challenges.
- Deepen understanding of the linkage between effective team leadership and organizational performance.
- Improve skills for managing differences and resistance.
- Strengthen capability to handle situations effectively real-time.
- Build new levels of trust, appreciation, and teamwork with others from their organization.
- Be eligible for GISC coaching services at a discounted rate to help facilitate integration of course learnings in the workplace.

Participants

This program is designed for high-potential, mid- to senior-level directors and managers in small, medium and large organizations including public, private, and nonprofits. Participants may attend individually without other members of their organization. However, this program offers the unique opportunity for participants to attend with other leaders from the same organization.

"GISC is a gem of a resource located in a retreat-like atmosphere. My work group was international, challenging and highly personal. What's more, the training allowed me to further my skill set in a comfortable, unpretentious, supportive and learning-centric environment. The experience truly changed my professional life and perspective by tapping into my intuitive, communication and creative resources to further my organization via more skillful human relations with my colleagues. I recommend GISC to anyone looking for something different and real. Even the most jaded professionals will walk away changed for the better."

Gerry Desautels, MEd
Director of Development
Latham Centers Inc.

Setting Up New Worlds: Organizing Our Futures

Dates **January 24-26, 2012**
 Begins Tuesday, 9am
 Ends Thursday, 4pm

Fee **\$3,500***
 GISC Members, \$3,450

Faculty **Dominik Heil, PhD, and Rob Farrands, PhD**

Location **Bentley University, Waltham, MA**

This program is co-sponsored by Bentley University's Alliance for Ethics and Social Responsibility.

**25% discount for subsequent people attending from the same organization.*



The purpose of the program is to develop the participants' ability to lead by gaining a profound understanding of the entities they actually lead, namely organizations and people. Rather than starting with developing certain skills or competencies that are typically associated with being a leader, we begin from a different place. We investigate the idea that what gives people access to leadership is an appropriate and powerful relation with the sheer creative potential of organizations of people. To take this idea seriously transforms how we think of organizing (and the responsibility that goes with it). We will examine the world-making potential of organizations, what this means concretely for your organization, and also for your leadership. From here we will explore how to continuously cultivate and refine the profound relationship of leader and organization to produce unprecedented results.

The content of this "profound relationship" is likely to vary a great deal between organizations: the process of inquiring into this relationship and developing actionable knowledge is more transferable between different organizations. The diversity of organizations and sectors present in the workshop will enrich and deepen each individual inquiry.

The first ten years of the twenty-first century have raised serious questions over the purpose of organizing and the role and ethics of leaders. Both critics and supporters of business organizations tend to assume that leaders should stay focused on the balance sheet: this idea is even spreading to public institutions such as hospitals and government departments.

Are we misunderstanding the very nature of organizing and even of what it is to be a human being? Can we stand for something more profoundly enabling of what it is to be human at the beginning of this century?

Benefits

This program will benefit leaders by coming to terms with these questions in the specific situation of their own organization, how it is led and how they understand their own leadership.

Participants

This program is appropriate for senior executives of organizations of any size from any sector, who are responsible for guiding their organization into the future. The fee for the program will be \$3,500 for the first person attending from each organization. Subsequent people attending from the same organization will receive a 25% discount. This is to encourage multiple attendances from organizations so that colleagues can work together on their own organization.

Skills for Influential Leadership: An Overview

Dates	April 10-12, 2012 Begins Tuesday, 9am Ends Thursday, 5pm
Fee	\$2,200 GISC Members: \$2,150
CE hours	22
Faculty	Ann Carr, MS, PCC, and Michael Walsh, MBA

Also offered:

Dates	October 10-12, 2012 Begins Wednesday, 9am Ends Friday, 5pm
Faculty	David Kinsman and Tracy Saunders, MA

This workshop is an introduction to GISC's model of influential leadership and presents the interpersonal skills that build highly effective groups and organizations. The focus will be on developing self-awareness and personal impact, understanding the cycle of change and how to productively handle resistance to change, and practicing techniques of managing teams. Using a variety of feedback tools, including a pre-workshop assessment instrument, participants will experience a rare opportunity to understand their impact and build awareness of their competencies. Practical opportunities will be provided to explore how to increase influence and accomplish objectives. Through small group leadership exercises and case work, participants will practice how to support effective group behavior, effectively manage differences, and work with the dynamics of change and resistance.

The program will present research and theory of this leadership model but will emphasize practice, reflection, and feedback. Through a combination of presentations, individual and small group exercises, and discussion, participants will gain a new understanding of what characterizes effective leadership—both for themselves and for others. Pre-workshop personal assessment instrument will be included.



Benefits

Participants will:

- Learn how their own presence influences their impact on others.
- Develop the ability to recognize and support specific skills of influential leadership.
- Identify and understand the interactions of small groups with more clarity.
- Develop skills to better understand and cope with resistance and change processes.
- Learn to interact with strategic intent to accomplish objectives.

Participants

This program is suitable for leaders, supervisors, managers, and coaches who seek a new approach to their roles. It may also be of interest to those who want to support leadership development in others.

ICF has certified this program for 15.5 CC hours and 6 other hours.

"I took the Skills for Influential Leadership class in May, 2011. The program was a big help for me. I learned a lot about myself and several simple tools that improved my ability to work with and lead others on my team as well as my clients. I learned how to recognize and set aside some of my own assumptions about people and the challenges we were facing. This has allowed me to see new opportunities and solutions for moving my organization forward."

Daniel Clark
Program Director
AmericaSpeaks

E

Educators

GISC'S Education Initiative

Transformative Leadership for Strong Educational Systems

A strong, sustainable, effective educational system requires the ability to balance the value of what exists and the potential of what could be. The Education Initiative partners with educators to support them in accomplishing their own goals. Our programs are designed to encourage educators to engage all members of their system or classroom, in order to meet the complex relational requirements of any successful change and development process.

The GISC Education Initiative recognizes that educators are competent, dedicated and motivated to create strong schools and classrooms. The awareness, understanding and skills facilitated through GISC's approach are relevant and useful at all levels of education from pre-school to university. The Initiative provides training, consultation, and leadership development to anyone involved in the education of students using a unique relational and strengths-based approach. This approach fosters a respectful environment that promotes optimal learning through increased awareness, appreciation of differences, communication skills, and social/emotional competence.



Our Programs will help you to:

- Enhance and strengthen a positive, collegial classroom, school or college climate.
- Recognize patterns of resistance and respond effectively.
- Implement strengths-based assessment and evaluation systems.
- Develop mentoring and coaching strategies to enhance resilience and resourcefulness of faculty and students.
- Understand the relationship between your wellbeing and the wellbeing of others.
- Identify, understand and appropriately support group interactions.
- Support colleagues and students through times of transition.
- Cultivate inner authority and presence to bring out the best in yourself and others.
- Sustain your energy in the face of external and internal pressures.
- Illuminate personal and professional competences.
- Sustain your energy and improve your sense of self-worth.

"I have received far more positive feedback during the past two and a half days than I had in the past 20 years of teaching experience. It's amazing how, when colleagues are encouraged to point out what's well developed, so much that is useful and good is elicited!"

"I am in the right line of work! I love the ideas, the people and the support around these discussions. I'm looking forward to learning and practicing more Gestalt concepts in my role at work."

Customized Programs

The GISC Education Initiative offers customized programs that may be designed around the unique characteristics of each school, college, university or educational organization. Programs provide intensive training and may be followed by ongoing coaching.

Topics have included:

- Supporting institutions' diversity initiatives, including working with refugee and immigrant populations.
- Responding to cyber bullying, social media addiction and the challenges of new technologies.
- Helping students handle conflict.
- Building relationships between school, family and community.
- Building community to support vulnerable, at risk and traumatized students.
- Increasing student retention.
- Creating optimal cultures for learning.
- Developing personal presence.
- Leading change effectively.
- Leading by heart.

Advanced Skills for Influential Leadership in Higher Education

Dates	June 24-26, 2012 Begins Sunday, 1pm Ends Tuesday, 6pm
Fee	\$1,750* GISC Members: \$1,700
CE hours	22
Faculty	Nancy Hardaway, MEd, and Bob Ross, EdD

**An educator's scholarship of \$1,000 is available to any qualified member of an accredited institution of higher learning thanks, in part, to donor funding of GISC's Education Initiative.*

This specially designed workshop for educational leaders is based on the Skills for Influential Leadership program, an introduction to GISC's model of influential leadership. The program will present the interpersonal skills required to build highly effective groups and organizations. It will focus on college leaders and team members expanding self-awareness including work-style preferences and personal impact. Participants will develop an understanding for how their patterns and those of colleagues impact each other, their work and their students. Participants will learn about the cycle of change and its central role in institutional culture and personal growth and how to productively handle resistance to change while practicing techniques of managing teams.

Using a variety of feedback tools, including a pre-workshop assessment instrument, participants will experience a rare opportunity to understand their impact and build awareness of their competencies. Practical opportunities will be provided to explore how to increase influence and accomplish objectives. Through small group leadership exercises and using their own challenging work situations as casework, participants will practice how to support effective group behavior, effectively manage differences, and work with the dynamics of change and resistance in an academic setting.

The program will present the research and theory of this leadership model and its application in collegiate settings but will emphasize practice, reflection, and feedback. Through a combination of presentations, individual and small group exercises, and discussion, participants will gain a new understanding of what characterizes effective leadership— both for themselves and for others. Pre-workshop personal assessment instrument will be included.

Benefits

Participants will:

- Learn how their own presence influences their impact on others.
- Develop the ability to recognize and support specific skills of influential leadership among colleagues and students and team members.
- Identify and understand the interactions of small groups with more clarity.
- Develop skills to better understand and cope with resistance and change processes that frequently color the academic environment.
- Learn to interact with strategic intent to accomplish objectives.

Participants

This program is suitable for higher education leaders, division, department and program heads, and educators who seek a new approach to their roles. It will also be of interest to those who want to move into educational leadership roles or support those who do.

“Skills for Influential Leadership deepened my understanding, both of leadership, and of myself as a leader. I now lead more thoughtfully than before, and with greater awareness of what's happening around me, and why. My goals for the organization are more appropriately challenging. I am able to mentor others with more insight. I find it hard to imagine the leader who will not find GISC a valuable professional experience.”

Mike Gradone
Superintendent of Schools
Chatham Public Schools



Teaching for Impact: Interpersonal Skills for Effective Classroom Practice

Dates **June 27-29, 2012**
Begins Wednesday, 1pm
Ends Friday, 5pm

Fee **\$1,250***
GISC Members: \$1,200

CE hours **18**

Faculty **Will be drawn from the following members of the Education Initiative:
Belinda Harris, PhD, Spencer Melnick, LCSW, Melanie Nevis, LCAT, and Robert Ross, EdD**

** An educator's scholarship of \$500 is available to any public or private school teacher or administrator thanks, in part, to donor funding of GISC's Education Initiative.*



Constant change is a defining feature of the educational landscape, requiring teachers who are flexible, adaptable and skilled at working with students, parents and other colleagues. Teacher development programs that focus on the technical aspects of teaching and learning fail to address the fundamental characteristic of effective classrooms: the active engagement and involvement of every student with meaningful learning. Students consistently highlight the centrality of the teacher's presence and interpersonal skills for their engagement in learning. Such high-impact relationships model and support effective working relationships between learners.

This program will provide a powerful, supportive learning environment in which educators are encouraged to reflect on their experience as a teacher and learner, gain personal insight into their ways of being in relationship, learn how to have supportive, sensitive and difficult conversations with students and colleagues, and reconnect with their passion for teaching. Participants will return to their school with new skills, increased confidence to create an impactful learning environment, and fresh perspectives on behavior and learning.

Benefits

Participants will:

- Learn about the powerful connections between meaningful interpersonal relationships and the impact on long-term learning and retention.
- Experiment with new and dynamic possibilities for intervention.
- Learn how to harness the enthusiasm and energy of learners through powerful feedback skills.
- Hone skills to manage conflict and engage resistant students, colleagues and parents in constructive approaches.
- Learn to use the self as a powerful influence on learning.
- Engender skills to use in daily work and interactions with colleagues to support ongoing learning and personal development.
- Develop strategies for self-support and self-care to ensure sustainability as an influential and effective teacher.

Participants

This program is designed for teachers in the school system who wish to deepen their capacity to make a real impact on student learning and professional relationships with colleagues and parents.

"I was a bit nervous about this seminar because I knew I'd be here for three days. I worried, 'what if I don't like the first day?' But it was so non-threatening and fun that I couldn't wait to come back!"

"I thought the method of teaching was an excellent model of good teaching!"

Programs for Practitioners

P Practitioners

Effectiveness in supporting the success of others comes from being able to see the patterns of their behavior clearly and from having the self-knowledge and presence to use oneself as an instrument of change.

For professional practitioners — coaches, organizational consultants, psychotherapists, couples and family therapists, social workers, social change agents, and other advisors — we teach an optimistic approach to working with others. The core of our approach is the Cape Cod Model, which teaches how to perceive the system formed by any individual, couple, small group or organization, and employs a powerful method for creating change in that system based on appreciating and articulating what they are doing well. This shift in perspective transforms stuck situations and dramatically increases the ability of practitioners to make a difference in a short period of time.



Practitioners will benefit from:

- Greater awareness of their competence and their impact on others, both intentionally and unintentionally, enabling them to refine their interactions to become more effective.
- Learning how changes in their perception of what is occurring in the moment can make huge differences in their influence and power.
- Enhanced balance in interacting with strategic intent to move toward a point in the future with being able to connect with others in the moment.
- Practicing techniques to increase their confidence and ease in challenging situations.
- Expanded opportunities to explore their own cases and client challenges with peers and faculty for new perspectives.
- Training in specific elements of successful intervention.

Customized Services

- Team or client retreats at GISC supported by consultations with faculty.
- Custom designed training programs to meet specific needs of the organization.
- Facilitated professional case consultation groups.
- Presentations at professional associations.
- Shadow coaching/consulting in work with clients.

Practitioners will benefit by sending their clients:

- Clients gain a shared language and can join with their consultants or coaches for more effective results.
- Clients become more receptive to consulting and coaching interventions.
- Clients become more self-aware and interested in their development.
- Clients expand their learning with peers beyond their organization and industry sector.

"The Cape Cod Training Program offers a methodology that makes a difference. With a lot of hands-on practice and support from an excellent faculty, I walked away with readily transferable skills that enable me to be an even more effective consultant."

Lynn Varagona, MBA, PhD
Licensed psychologist
President and Founder, the Trust Infusion Institute

Practitioner Development — Path of Study			Programs especially suitable for:		
			Coaches	Consultants, HR & OD Professionals	Psychotherapists, Counselors, Social Workers
Introductory Program		Introduction to the Cape Cod Model of Change, page 30	✓	✓	✓
Core Intensive	*	Cape Cod Training Program, page 20	✓	✓	✓
Focused Topics and Ongoing Learning	*	Applying the Cape Cod Model to Coaching, page 24	✓	✓	
	*	Applying the Cape Cod Model in Organizations, page 25	✓	✓	
		Applying the Cape Cod Model to Therapy, page 26			✓
	*	Becoming an OD Practitioner, page 27		✓	✓
	*	Consulting Excellence, page 28	✓	✓	
Additional Learning (see Leadership and Individual Training)	*	Building Blocks of Creativity, page 36	✓	✓	✓
	*	Executive Personality Dynamics for Coaches, page 29	✓	✓	
	*	Leadership Transition (New York), page 9	✓	✓	
	*	The Next Phase, page 31	✓	✓	✓
	*	Skills for Influential Leadership, page 13	✓	✓	
	*	Working with the Body in Mind, page 32	✓	✓	✓
	*	Wrestling with Ethical Dilemmas, page 33	✓	✓	✓
Conferences		Roots V Conference (Stockholm), page 34	✓	✓	✓
Certification Programs	*	Competency Development Program for Coach Certification, pg 22	✓	✓	
		Advanced Practice OD Consulting Certification, page 19	✓	✓	

* These programs are ICF-certified.

Practitioner Training Calendar

2012	
March 1-6	Applying the Cape Cod Model to Coaching page 24
April 25-29	Executive Personality Dynamics for Coaches page 29
May 3-10	Cape Cod Training Program (Week 1) page 20
May 17-20	The Next Phase: Life Strategies for Navigating Personal and Professional Transitions. page 31
June 11-13	Becoming an OD Practitioner: The Gestalt Approach. page 27
June 14-16	Consulting Excellence: Finding Your Developmental Edge. page 28
June 21-23	Building Blocks of Creativity. page 36
August 9-12	Applying the Cape Cod Model to Therapy page 26
September 7-8	Wrestling with Ethical Dilemmas. page 33
September 10-11	Introduction to the Cape Cod Model. page 30
September 21-23	Working with the Body in Mind page 32
September 27-Oct 4	Cape Cod Training Program (Week 2) page 20
October 12-18	Cape Cod Training Program Europe (Stockholm) (Week 1) page 20
October 20-24	Competency Development Program for Coach Certification (Session 1) page 22
November 1-4	Roots V Conference (Stockholm) page 34
November 12-17	Applying the Cape Cod Model in Organizations. page 25
2013	
January 10-14	Competency Development Program for Coach Certification (Session 2) page 22
April 4-8	Competency Development Program for Coach Certification (Session 3) page 22
April 5-11	Cape Cod Training Program Europe (Stockholm) (Week 2) page 20

GISC Advanced Practice OD Consulting Certification

In a world where licensure and certification are becoming more and more important, we wish to help our students meet these demands while engaging in a profound learning experience. We are pleased to offer a Gestalt curriculum leading to a GISC Advanced Practice OD Consulting Certification. This is a certification program for experienced consultants and organizational coaches to support their continued professional and personal growth and expertise. The GISC Advanced Practice OD Consulting Certification will be valuable in demonstrating advanced training and experience to colleagues and clients.

Curriculum

The curriculum expands your ability to partner with your clients in a thought provoking, creative, and optimistic process that inspires them and/or their organizations to maximize their personal and professional potential. The curriculum will be individualized and based on Gestalt theory and practice, and the certification path is organized around the powerful Cape Cod Model of competency based change facilitation.

The certification process, which includes a series of five required workshops and three programs from a wide choice of electives, can be undertaken at an individual pace and customized to meet your specific learning goals. In addition to course work, a practicum requirement in the form of a special project chosen to meet individual learning goals will be completed as a demonstration of learning competence. After completion of all the course work and acceptance of the project, you will be certified for three years. Continuing education credits of a minimum of 30 documented hours will be required at three-year intervals for renewal.

A coaching specialization is available, and ten of our courses have been approved by the International Coach Federation, offering the opportunity for students to pursue two certification needs at once.

Two of the major components of the unique qualities of GISC are its values of generosity and mentorship. We have incorporated these same values into the certification program in the form of a faculty advisor role, being filled by a member of our senior faculty, to make this program a unique experience for each student. The advisor will help you design an appropriate series of courses that fulfill your specific educational goals, while at the same time meeting the certification requirements, as well as helping you choose and complete a project that demonstrates competence.



Benefits

- Personal assistance of a senior faculty advisor to custom design the certification program.
- Certification as OD Advanced Practice Consultant, demonstrating advanced training and experience to clients and colleagues.
- Expansion of knowledge in diagnostic and intervention approaches.
- Opportunity to become part of a supportive network of practitioners.
- Extensive professional and personal development through practice in a safe and supportive environment.
- Increased awareness, self-confidence, credibility, and market value
- Listing on GISC website upon certification.
- Membership in certification online community.

Participants

This program is designed to be of value to consultants, coaches, HR professionals, and others widening their practice into these fields. Application to the program may be made at any time, and credit will be given for appropriate programs already completed prior to enrollment. As this program is an advanced practice certification, five years of organizational experience are required for acceptance. Full program information can be found on our website.

Cost

There will be a \$2,000 certification fee that will apply to administrative costs, assessment project, and a stipend for the faculty member advisor. Applicants can choose to join the certificate program at any time for \$1000 which will provide them with a faculty advisor immediately to help choose programs, and 10% discount off each program taken from that point in time forward. Individual programs are to be paid for upon each program registration. The balance of \$1000 certification fee is due prior to the assessment project.

Cape Cod Training Program: Embracing the Cape Cod Model

Dates May 3-10, 2012 and September 27-October 4, 2012

Begins Thursday, 3pm

Ends Thursday, 11am

Fee \$5,400

GISC Members: \$5,350

CE hours 96

Faculty Penny Backman, MSSA (co-chair); Carol Brockmon, LCSW; Joseph Melnick, PhD (co-chair);
Sonia March Nevis, PhD; Sharona Halpern, MA, LMHC; and Stuart Simon, LICSW



Since 1980, the Cape Cod Training Program (CCTP) has provided a distinctive learning opportunity for psychotherapists, coaches, consultants, executives, and leaders from around the world. In structured, intense, and highly interactive sessions, participants learn how to become effective agents for change using the Cape Cod Model. The first week focuses on working with couples and includes: perceiving a system instead of separate individuals, exploring the role of the intervener, examining counter transference and boundaries, and connecting intimate and strategic ways of relating. The second week is focused on working with small systems. Topics include: working effectively within hierarchical systems, understanding the difference between working with families and organizations, and using experiments.

CCTP is structured so that content and theory presentations are followed by intensive small group practice sessions in which the underlying concepts are applied. Faculty members rotate through the small groups, enabling participants to be exposed to different styles and receive individual feedback from each member of the faculty.

This intensive program provides an unusually high level of individual attention and feedback from faculty because of the student faculty ratio (six to one), and the emphasis on experiential learning and practice.

Benefits

Participants will:

- Learn a powerful new perspective that recognizes behavior and interactions of systems, rather than individuals, creating new and dynamic possibilities for intervention.
- Use this systems perspective in working with individuals, couples, and small groups, including developing a technique for giving compelling, positive feedback that strengthens the system and builds its ability to move toward change.
- Learn how to appreciate and articulate what the system is doing well.
- Understand a sequence of steps for intervening in any system.
- Learn to use the power of oneself as an instrument of influence.
- Gain insights into the differences between strategic and intimate ways of relating, and understand the appropriate use of each.
- Learn how to create and use experiments with clients to expand their range of behavior.
- Discover how to work with differences.
- Learn techniques for working with families and working with organizations.
- Have an opportunity for extensive practice.

Participants

The Cape Cod Training Program is designed to benefit coaches, organizational consultants, psychotherapists and other mental health and social service professionals; as well as executives, educators, and other professionals who are concerned with small systems. The program has been found useful for leaders of and coaches and consultants to family businesses. The Cape Cod Model has proven effective in applications across countries and cultures.

Program Information

For mastery of the model and practice in applying this methodology to specific situations, participants should also register for either Applying the Cape Cod Model in Organizations or Applying the Cape Cod Model to Coaching. These programs provide extensive practice opportunities with real clients.

Note: This program requires an application, which can be found on our website, along with a \$250 nonrefundable application fee that will be applied toward tuition.

The Cape Cod Training Program generally fills early and there is often a wait-list for the program; we recommend that prospective students apply early.

This program is ICF certified for 90 CC hours and 6 other hours.

**Also offered in Europe:
October 12-18, 2012
and April 5-11, 2013**



Through a formal alliance between Gestalt International Study Center and the Gestalt Academy of Scandinavia (GA) we are proud to be offering the Cape Cod Training Program in Sweden.

2013 U.S. Program Dates
May 2-9 and September 19-26, 2013

“The Gestalt International Study Center and its faculty have a unique, elegant and wonderfully simple way of working with individuals, groups and organizations. Participants experience the approach and get it in their bones. Unlike a typical training or lecture, this allows therapists, business and community leaders or consultants the means of sharing it directly with the systems they work in to achieve powerful impact. The tranquil setting of outer Cape Cod offers the luxury of a change in environment and the opportunity for reflection, which deepen the learning experience.”

Mark Hollern
Organization Development Consultant
Covance, Inc.



The Cape Cod Model

The Cape Cod Model teaches tools that enable individuals to be more effective in working one-on-one, in groups, and in organizational settings. Participants will learn to increase their impact and create positive change in all areas of life by applying basic principles and practices that reflect a powerful core methodology:

- Through an optimistic approach, people can be taught to develop and apply skills that enable them to work together to achieve productive and satisfying outcomes.
- The focus is on learning to recognize what happens among groups of people, not on understanding or labeling individuals. The goal is to perceive the system created when two or more people are interacting.
- The assumption that both individuals and groups are doing the best they can at any given time makes it possible to appreciate and articulate their strengths and what they are doing well. This supportive approach enables people to then discover impediments to their productivity and satisfaction.
- Influence is best directed toward enhancing awareness of how people relate to each other. To be influential requires developing awareness of our own patterns of relating; with this self-knowledge individuals can then use themselves authentically as instruments of change.
- By valuing multiple perspectives – or “multiple realities” – people can be taught how to minimize conflict by inviting differences and using them creatively.
- Behavior can be strategic, meant to achieve a goal, or intimate, intended to enhance connection among people. These ways of relating must be balanced differently in accordance with the nature and function of each relationship.

These skills are developed through detailed observation, ongoing practice, and feedback from a supportive learning community, which the Cape Cod Training Program provides.

Competency Development Program for Coach Certification Skills for High Impact Coaching

Dates **October 20-24, 2012 (Session 1)**
January 10-14, 2013 (Session 2)
April 4-8, 2013 (Session 3)

Begins first day, 1pm
Ends last day, 6pm

Fee **\$12,500**

Faculty **Drawn from: Stuart N. Simon, LICSW; Mary Anne Walk, MS, MBA, MCC; Ann Carr, MS, PCC, GPCC;**
Mark Magerman, PhD, LCSW, BCD; Jackie Sherman, PhD, PCC; Zeynep Tozum, MA, PCC



Program Description

The program consists of three sessions of four and a half days of theory, discussion and extensive coaching practice. It meets the ICF requirement for Live Interaction Instruction on core competencies and ethical standards. It also includes a distance-learning component for participants to practice their skills and share concepts while working with a qualified faculty/mentor coach. The program includes a full day of interactive development and work that will assist the participant in the establishment of their own coaching practice. Successful completion of the program earns the GISC Coach Certificate and qualifies graduates to apply for ICF certification.

The program will support the participant in:

- Establishing a coaching practice.
- Adding coaching to their current business model.
- Integrating coaching as a success factor in their daily leadership.
- Utilizing coaching as an internal practitioner.
- Demonstrating ICF Core Competencies.

The program will be limited to 24 practitioners. This will allow a strong participant-to-faculty/mentor coach ratio.

There is no pre-requisite to the course. However, an application will be reviewed and a non-refundable fee is required for acceptance.

Gestalt International Study Center

The Gestalt International Study Center is an educational nonprofit organization offering advanced professional training worldwide for coaches, leaders, consultants, and therapists. Our faculty create powerful and innovative learning experiences for individuals and organizations using a unique training technology that produces enduring results. Our global community is engaged in formal study groups, annual conferences, commissioned research, and the publication of books and our academic journal, Gestalt Review, now in its 15th year.

A portion of the program is distance learning.

Training language: English

Coaching Specialties: Business, Organizational, Executive, Career, Transition, Leadership, Wellness, Life

Coach Certification

Successful completion of the 2012-13 coach training program will earn participants the GISC Coach Certificate. Interested GISC-certified graduates will be qualified to apply for International Coach Federation (ICF) credentials.

[ICF accreditation for this program is expected in 2012.](#)

Program Requirements

To satisfactorily graduate and receive certification from the Gestalt International Study Center, you must complete the following requirements:

- Complete three consecutive Gestalt Coach Training Sessions (GCTS).
- Create a Coach Development Plan (CDP), approved by a faculty/mentor coach. The CDP will outline your developmental goals and steps to meet these goals. The CDP will evolve as you move through the program.
- Create ongoing personal journal recording Well Developed / Less Developed© areas and goals.
- Complete 50 hours of individual client coaching outside the training program. A log must be kept outlining the client's name, dates, times, and a brief note on the topic, e.g. leadership, career, transition, retirement, etc.
- Complete 10 hours of observed coaching from a faculty member/mentor coach. The practicums in the program will provide opportunity for this requirement.
- Complete and submit three taped individual coaching sessions (of 30 minutes or less) to be reviewed by faculty/mentor coach.
- Develop a research paper (of not more than 10 double-spaced pages) on an area of coach specialization. The topic must be discussed with and approved by the faculty/mentor coach assigned to you.
- Successfully present (no more than 20 minutes) research paper during second or third GCTS.
- Participate in two monthly group conference calls with your support/learning group.
- Participate in one monthly call with your faculty/mentor coach to discuss development plans and challenges.
- Demonstrate competency of coaching in practicums.
- Create a learning portfolio documenting your learning and accomplishments during the program.
- Successfully complete final written exam and final oral exam working with coaching client.

Your Tuition Includes:

- Three consecutive Gestalt Coach Training Sessions (GCTS) with lectures on theory, processes, demonstrations, discussions, large and small group exercises.
- Learning through required reading and discussion.
- Extensive practice to understand, integrate and demonstrate coaching competencies.
- Monthly conference calls (two) with learning group.
- Monthly conference call (one) with faculty/mentor coach to discuss and evolve ongoing development plan.
- Listing on the GISC website following successful completion of the CDPCC.

Your Tuition Does Not Include:

- Transportation, lodging and food expense. The GISC office will have recommendations for competitive lodging and locations that give discounts to GISC participants and will have a list of restaurants, delis and grocery stores available for your information. Shared housing can also be arranged. Coffee, tea and a snack are provided at breakfast. Water, coffee, and tea is always available and a small afternoon snack is provided. On the last evening of the third session, a dinner celebration is provided.
- Required books: You are responsible for purchasing all required reading.
- Telephone expenses: You will incur normal long distance phone charges for phone calls you make during the program unless your group decides to utilize SKYPE or another online service.
- The cost of the research and development of your CDPCC learning portfolio.
- Application fee to apply for personal ICF credentialing.



Applying the Cape Cod Model to Coaching: Working One-on-One

Dates	March 1-6, 2012 Begins Thursday, 3pm Ends Tuesday, 12 noon
Fee	\$1,650 GISC Members: \$1,600
CE hours	34
Faculty	Stuart Simon, LICSW; with faculty drawn from: Ann Carr, MS, PCC; Mark Magerman, PhD, LCSW, BCD; Jaqueline Sherman, PhD; Tracy Saunders, MA; and Zeynep Tozum, MA, PCC



This program focuses on coaching applications of the Cape Cod Model, a specific intervention technique that supports the individual's own competencies and ability to move towards change. It is designed for both clinically and organizationally trained people either working as coaches or for those considering a move into coaching. The program features supervised practice applying the Cape Cod Model with real-life clients. It will also provide opportunities to discuss how working with an individual is similar to and different from working with a small group or organization, exploration and expansion of the ways participants use themselves in the coaching process, and opportunities to discuss challenging coaching cases.

In the context of applying the Cape Cod Model in a one-on-one setting, participants will clarify their understanding of the role of a coach, better appreciate the difference between coaching and therapy, explore the coach's relationship with an organization, and discover how to determine whether a client needs more than coaching.

Benefits

Participants will:

- Learn to use the competency perspective and structured feedback techniques of the Cape Cod Model as powerful coaching tools.
- Have the opportunity to receive personalized feedback from faculty, clients, and peers during supervised coaching practice with actual clients.
- Develop insight and new approaches to current work situations and challenging coaching clients.
- Have an opportunity for extensive practice.

Participants

The program is designed for people who practice coaching or who are considering the practice of coaching.

ICF has certified this course for 24 CC hours and 10 other hours.

"I attended Applying the Cape Cod Model to Coaching at GISC last year. Since then I have attended other coaching schools, but none with as much commitment and sense of community as the staff at GISC demonstrated. I left GISC with a great deal of practical knowledge to bring to my coaching practice as well as deep gratitude for the transformative work GISC is engaged in. This powerful experience will forever be with me."

Jim Arsenault
Life Coach

Applying the Cape Cod Model in Organizations For Consultants and Coaches

Dates	November 12-17, 2012 Begins Monday, 3pm Ends Saturday, 12 noon
Fee	\$1,975 GISC Members: \$1,925
CE hours	36
Faculty	Penny Backman, MSSA, Joseph Melnick, PhD, and Sonia March Nevis, PhD

This program provides advanced practice in organizational applications of the Cape Cod Model. Practitioners will learn to sharpen their ability to coach and consult with groups on their process while the group completes work on their content agenda. It features presentation of the most current theory in Cape Cod Model application, as well as supervised practice with actual organizations. Participants will be observed and coached as they are working with a client, receiving feedback from master facilitators as well as from the client group themselves. Emphasis will be placed on seeing group competence and learning to provide bold and direct feedback, along with techniques of assessing effectiveness of interventions. This intensive program provides three days of practice, two of them with invited clients. One day is devoted to case consultation in which participants will work with their own cases and participate in facilitated peer supervision groups, providing a unique opportunity to resolve troublesome case issues.

Participation will be limited to maintain a low faculty-student ratio and allow for intensive individual concentration and practical live-client experience. Since the focus is on integrating learning and sharpening intervention skills, participants will find great value in repeating the program.

Benefits

Participants will:

- Learn how to make an assessment and intervene in a hierarchical organization.
- Gain experience working with teams of different organizations, including profit and nonprofit.
- Receive personalized, ongoing feedback from organizational participants, from peers, and from faculty.
- Develop insight and new perspectives regarding current work situations.
- Have an opportunity for extensive practice.

Participants

This program is designed for graduates of the Cape Cod Training Program who work in organizational settings as external or internal coaches or consultants. Experienced Gestalt practitioners and leaders who have not completed CCTP may be considered for this program if they have received permission from the faculty.

ICF has certified this course for 24 CC hours and 12 other hours.



Applying the Cape Cod Model to Therapy: Advanced Training and Practice

Dates	August 9-12, 2012 Begins Thursday, 3pm Ends Sunday, 12pm Also includes two 90-minute virtual supervision groups (dates and times TBA)
Fee	\$725 GISC Members: \$ 675
CE hours	24
Faculty	Will be drawn from: Penny Backman, MSSA; Carol Brockmon, LCSW; Sharona Halpern, LMHC; Joseph Melnick, PhD; Sonia Nevis, PhD; Stuart Simon, LICSW Program Coordinators: Carol Brockmon, LCSW; Sharona Halpern, LMHC; Melanie Nevis, LCAT

This program provides advanced training and practice in applying the Cape Cod Model to therapeutic and clinical practice. Practitioners will learn to apply the Cape Cod Model in their work with individual clients, as well as deepening their skills in using the model with couples, families and groups. The program features presentation of the most current theory in Cape Cod Model application, as well as demonstration and supervised practice. Participants will be observed and coached as they are working with the model, receiving feedback from our master faculty as well as from their peers.

Time will be spent on case consultation, offering participants an opportunity to work with their own challenging cases.

The program includes two follow-up 90-minute virtual supervision groups. Our master faculty will lead these groups (dates and times TBA).

Participation will be limited to maintain a low faculty-student ratio. The focus will be on integrating learning and sharpening therapeutic intervention skills.

Benefits

Participants will:

- Deepen their skills in applying the Cape Cod Model to therapeutic and clinical practice.
- Learn to apply the Cape Cod Model to their work with individual clients.
- Attend to clinical and therapeutic issues, including transference and counter-transference.
- Have an opportunity for case consultation.
- Develop insight and new approaches to working with challenging clients.
- Receive personalized feedback from faculty and peers.
- Have an opportunity for extensive practice.

Participants

This program is designed for graduates of the Cape Cod Training Program (CCTP) who are engaged in therapeutic or clinical work. Experienced Gestalt practitioners working in these areas who have not completed CCTP may be considered for this program if they have received permission from the faculty.

ICF has certified this course for 15.8 CC hours and 3.5 other hours.



Becoming an OD Practitioner

The Gestalt Approach

Dates	June 11-13, 2012 Begins Monday, 9am Ends Wednesday, 1pm
Fee	\$1,075 GISC Members: \$1,025
CE hours	20
Faculty	Seán Gaffney, PhD



This workshop will present a framework for high-impact consulting/coaching in organizations, exploring critical dilemmas and offering opportunities to practice new skills that will make a significant difference in your effectiveness. The focus will be on the Gestalt approach to organizational consulting and coaching. The workshop will be particularly useful to psychotherapists and managers who anticipate or are already moving their careers into organizational practice. It will also be very useful to organizational practitioners who have been schooled in other models and who wish to extend the range and depth of their process consultation skills. In addition to presentation of and practice with the Gestalt Model, time will be devoted to concerns and cases of participants.

“Through the experiential exercises with facilitators and peer groups, I felt like I learned more in the few days of work than I have ever picked up from the many books and lectures I have been through. There is a soft, subtle way the facilitators go about making such a huge impact and the class's trust in the process was amazing. I regularly use the concepts learned as they have become a fundamental piece of my experience in consulting. Bonus: the facility grounds are amazing and promote breathing a little more deeply.”

Jennifer James
5 Dynamics

Benefits

Participants will:

- Learn to define the boundaries of an assignment and to identify the client within the system.
- Learn a new framework for managing change.
- Gain an enhanced appreciation of how to use oneself as an intervener.
- Learn about timing when to move from awareness and data gathering into implementation and action.
- Approach one-one coaching as an organizational intervention, holding a system perspective while focusing on an individual.
- Receive feedback on select aspects of their presence.

Participants

This program is designed for consultants who have been focused on technical expertise and wish to enhance their process consultation skills. It is also particularly suitable for all professionals who are moving their careers into organizational consulting and/or coaching.

Consulting Excellence: Finding Your Developmental Edge

Dates **June 14-16, 2012**
Begins Thursday, 1pm
Ends Saturday, 6pm

Fee **\$1,175**
GISC Members: \$1,125

CE hours **22**

Faculty **Seán Gaffney, PhD**



The workshop offers an intensive, focused opportunity for participants to examine their consulting style and the explicit and implicit assumptions that direct their interventions. Using cases that participants find particularly problematic and at their developmental edge, the workshop explores in-depth the participant's use of self. Using GISC's signature combination of support and challenge, participants will examine aspects of themselves that may lead to difficulty in case work.

A unique structured exploration will be used to explore how some aspects of your core competencies can be obstacles to success when overused. The result will be a clearer sense of the connection between who you are and what you do, a sense of the mechanics underpinning your style, and new tools and practical experiences for increasing your developmental edge.

The course work will blend the supervision method used by clinicians with case consultation methods used in coach/consultant development. The format will include a range of experiences including casework, self-analysis, and group discussion. Participants will have opportunities to expand their ability in shadow consulting to each other.

"I have been coming at least once a year to GISC for different programs; I make it a habit to give myself a week for reflection and learning each year. This makes it possible for me to go deeper in the understanding of the Gestalt approach and how I can grow as a consultant working with this perspective. The last program I attended was about developing my edge as a consultant – and I enjoyed it very much, which means that I plan to come back during the year 2012 for another program pursuing my personal and professional growth."

Ake Johansson, MSc in Gestalt in Organizations
Sweden

Benefits

Participants will:

- Obtain greater clarity in defining their core competencies.
- Surface blind spots in the assumptions underlying their work through peer and faculty feedback.
- Gain insight into how the strengths of their consulting style may be related to difficulties they experience in their work.
- Achieve greater confidence through understanding why certain people and situations are uniquely challenging.
- Have an opportunity for practice in applying the model presented.

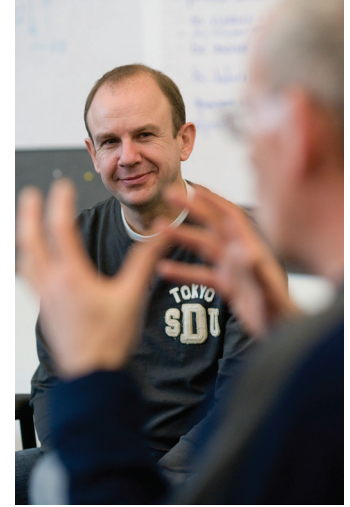
Participants

The workshop is open to consultants, coaches, clinicians, psychotherapists, and managers.

ICF has certified this course for 22 CC hours.

Executive Personality Dynamics for Coaches

Dates	April 25-29, 2012 Begins Wednesday, 3pm Ends Sunday, 1pm
Fee	\$1,275 GISC Members: \$1,225
CE hours	31
Faculty	Peter Finkelstein, MD, and Dorothy Siminovitch, PhD, MCC



This program focuses on individual personality theory and assessment and its application to coaching. The practice of coaching requires the ability to understand quickly the personality dynamics of the person being coached; yet training in coaching does not generally provide in-depth education in assessing and working with these issues. This intensive workshop will focus on understanding and working with the characteristics and manifestations of narcissism, perfectionism and control, anger and conflict management, depression, and issues of self-esteem. Participants will explore how to coach each differently and how to know when referral is needed. Emphasis is on cases from participants' practices in relation to personality dynamics and theory.

Benefits

Participants will learn:

- Positive and negative aspects of the individual personality types and how they impact organizations.
- Individual relationship styles, conflict management styles, and how to determine the most effective way to work with these different styles.
- Strengths of clients served and ways to build on these.
- Manifestations of personality types in personal and family life.
- Roles of race, gender, and age as they relate to executive personality dynamics.

Participants

This workshop is designed for any experienced coach or consultant. Leaders may also find this program useful.

ICF has certified this course for 19.25 CC hours and 11.6 other hours.

"I recommend this seminar for executive coaches. The course provides a unique behind-the-scenes look at all types of executive personalities and offers insightful advice and optimistic, practical solutions to the toughest issues. I found this wonderful session to be relevant to both my professional and personal life. An important course for all."

Maria Arnone
Executive Coach, MCC

"I attended the Executive Personality Dynamics for Coaches program because I wanted to understand more about different personalities of executives and how to work with them more effectively. In that sense the program was excellent and worth coming even from the opposite side of the Atlantic Ocean, from Finland. The faculty were very experienced teachers and I also learned a lot from the other participants. I can recommend the program, GISC, and South Wellfleet to anyone who needs or wants to understand better personality dynamics either in their work or consulting practice."

Keijo Varis
Strategy & Business Controller
Vapo Company
Finland

Introduction to the Cape Cod Model of Change

Dates	September 10-11, 2012 Begins Monday, 9am Ends Tuesday, 6pm
Fee	\$395* GISC Members: \$345
CE hours	14
Faculty	Stuart Simon, LICSW, and Carol Brockmon, LCSW



The Cape Cod Model is a unique, optimistic, and immediate approach to supporting change in individuals, small groups, and organizations. For decades it has been successfully employed by clinicians, coaches, psychotherapists, and consultants. This workshop introduces participants to this radically simple yet powerful intervention model. Participants are taught to see and articulate the competence of the client system, followed by specific structured feedback interventions in real-time client interactions. By learning to perceive the system and to provide brief, bold, and direct feedback, participants will dramatically increase their ability to create effective interventions necessary to support change and growth.

Faculty of the internationally known Cape Cod Training Program will introduce the key concepts and skills of this highly effective model through presentation of theory, client demonstrations, and practicum exercises. This orientation to the methodology provides an excellent foundation for the practice-based intensive Cape Cod Training Program. (See page 20.)

“I have been intrigued with this organization for the last couple of years and recently took a two-day ‘Introduction to the Cape Cod Model.’ We had a small group of five learners and a very wise and experienced facilitator who took us through the syllabus in a masterful way. It was two days of thought-stretching contemplation of my consulting and counseling style, and has whet my appetite for taking more courses and learning more about the Cape Cod Model. It was well worthwhile!”

Jeff Glaze, President
ERP Center for Excellence Inc.

Benefits

Participants will:

- Learn to begin to perceive an individual, a couple, or group as a system.
- Identify and begin to articulate clearly what the system is doing well.
- Observe and practice the techniques of highly effective in-the-moment feedback.
- Use themselves authentically to become instruments of influence.
- Have an opportunity for extensive practice.

Participants

This workshop is appropriate for organizational consultants, coaches, clinicians, psychotherapists, and other advisors. It may also be useful to managers and leaders in their work with individuals and teams.

**Participants who complete Introduction to the Cape Cod Model of Change may apply the full tuition to their next program. Inquire for details.*

The Next Phase: Life Strategies for Navigating Personal and Professional Transitions

Dates **May 17-20, 2012**
Begins Thursday, 3pm
Ends Sunday, 12 noon

Fee **\$695**
GISC Members: \$645

CE hours **22**

Faculty **Katherine Greenleaf, JD, and Mary Anne Walk, MS, MBA; Additional faculty drawn from:
Sonia March Nevis, PhD; Deborah Stewart, MSW; and Anne Tarlton, MA**



This unique program will help participants understand the strategies of a good transition through provocative and multidisciplinary activities. Participants will be introduced to and encouraged to develop personal tools to make transitions successfully and with assurance, leading to new and more satisfying outcomes. Moving through significant shifts in life affords a rare opportunity: to consider new options, to take stock of accomplishments, and to develop an exciting future. However, as with all transitions, this is often a time fraught with uncertainty, reluctance to let go of the familiar, and questioning of what comes next. Participants will look at their life histories, and then individually and collectively look at values, wishes, and desires for the next step in their lives. Participants will learn to envision a broader range of possibilities, and to examine the advantages and drawbacks of having a wide variety of choices. This will provide an opportunity to look at individual styles of dealing with change, paying attention to support mechanisms and obstacles to success, and how to stay in dialogue with others during the journey through transition.

The workshop will include individual and small group exercises, as well as whole group presentation and discussion. Not only will the focus be on the work within the program, but attention will be paid to how participants can support the process of transitioning successfully in the future as they leave the workshop and re-enter life.

Benefits

Participants will:

- Re-examine old dreams or interests that have been put aside.
- Explore their life experiences.
- Reflect on the impact of others on their choices.
- Incorporate goals for physical and psychological health in their exploration.
- Learn how to release from past involvements and preoccupations.
- Integrate new choices and directions with their significant others.
- Explore their style of dealing with change.
- Learn planning techniques that produce positive results.

Participants

This program is for those facing a major transition, whether this change is planned by choice or imposed by circumstance. It is also recommended for coaches supporting the transition of others. The program is open to people from all walks of life. For those in a committed, intimate relationship, it is strongly urged that both partners attend.

ICF has certified this course for 10 personal development hours and 11.5 other hours.

“After a successful 40-year career in the UK construction industry I had opted for voluntary redundancy, our company suffering from the ‘credit crunch’ downturn, but I hadn’t really considered ‘what next?’ The Next Phase program gave me the tools to see and value where I’d been, to realistically and honestly grasp where I currently was, and to begin to make effective decisions and plans for a new and potentially exciting future. I can recommend this experience and I will be back!”

James Shallcross
United Kingdom

Working with the Body in Mind: Embodied Presence in Practice

Dates	September 21-23, 2012 Begins Friday, 9am Ends Sunday, 1pm
Fee	\$600 GISC Members: \$550
CE hours	19
Faculty	Archie Roberts, MA, and Ann Carr, MS, PCC



This highly experiential workshop will draw on knowledge from the frontiers of neuroscience and clinical practice to help practitioners exert a powerful, mindful influence on their client's conscious and unconscious experience.

The way in which we embody ourselves is integral to our experience of others, and to others' experience of us – our impact. The messages we send before we even open our mouths are the ones that clients respond to most directly and most powerfully. Becoming more aware of these messages means becoming more aware of our physical carriage: the timbre, pace, and pitch of our voice; the speed of our gestures; the engagement of our facial expressions; the ebb and flow of our breathing; and more. Awareness of these typically-unconscious aspects of our physical presence allows us to experiment with them, to gain greater and greater skill with them, and to recruit them as powerful allies in our work.

In addition, the body is an extraordinarily sensitive "register" of subtle events in the field. Attending to our own physical responses gives us a great deal of information about what's happening in our environment and offers insight into a client's reality that's unavailable through direct questioning.

This workshop will allow participants to understand and work with their embodied presence in new ways and to track their moment-to-moment physical awareness with growing precision. Using these foundations, participants will begin to build fundamental body-oriented observation and intervention skills.

Benefits

Participants will:

- Gain insight into their own embodied presence.
- Experience and practice new techniques to support their own embodied experience and awareness.
- Develop a wider range of options in using their physical presence to heighten their impact.
- Develop deeper access to relevant information in the field.
- Start to build body-oriented intervention skills for heightened impact.

Participants

This workshop is designed for consultants, coaches, and therapists who are interested in learning more about their embodied presence, for themselves and their clients. It also may be of interest to those working in other fields who want to achieve a heightened sense of their own embodied presence.

[ICF has certified this course for 19.25 CC hours.](#)

Wrestling with Ethical Dilemmas

Dates **September 7-8, 2012**
Begins Friday, 9am
Ends Saturday, 7pm

Fee **\$450**
GISC Members: \$400

CE hours **14**

Faculty **Carol Brockmon, LCSW, and Spencer Melnick, LCSW**

For clinicians, consultants, and coaches, the subject of ethics is too often addressed in an oversimplified, legalistic, cover-your-bases way that primarily involves an orientation to the relevant professional written codes and the consequences of violating them. However, the dilemma of ethics is the endless potential individual interpretation and application to each situation, often necessarily undertaken without the benefit of consultation or collaboration. This workshop takes a step beyond the basics to explore the relationship between these codes, the underlying individual and cultural values that shape individuals, and the real-life contradictions and complexities that produce ethical dilemmas. Participants will be encouraged to bring their cases and share the issues they face in their own practices.

“In this important class for the Advanced Practice OD Certificate program, I was challenged to apply the core principles of Gestalt leadership to difficult problems I experience in the workplace as an internal practitioner. Carol and Spencer revealed a framework for working through dilemmas, led provocative discussions and shared useful resources. I walked away with greater confidence to handle dilemmas and a comfort in the reminder that we can’t do this work alone.”

Michael Shipman
VP Talent and Organizational Development
Rockland Trust Company

Benefits

Participants will:

- Explore issues with ethical implications in their own practice areas and caseloads.
- Develop awareness of the relationship between their personal needs, individual practice values, and professional responsibilities.
- Clarify their personal approach to ethical dilemmas.
- Understand the consequences of their choices.
- Develop a plan that includes supervision, feedback, and a network of support to gain perspective when approaching ethical dilemmas.
- Have an opportunity for extensive practice.

Participants

This workshop is appropriate for organizational consultants, coaches, clinicians, psychotherapists, and other advisors seeking clarity concerning ethical issues.

ICF has certified this course for 14 CC hours.



Roots V Conference

Gestalt Organizational Development: Roots and Branches

In Honor of Edwin C. Nevis, 1926-2011

Dates	November 1–4, 2012 Begins Thursday, 1pm Ends Sunday, 1pm
Fee	\$535 USD / €400 EUR (accommodations and meals not included)
CE hours	16
Faculty	Conference Co-Chairs: Seán Gaffney and Joseph Melnick
Location	Near Stockholm, Sweden Presented in cooperation with Gestalt Academy of Scandinavia and Perlan Dialogue & Leadership With Special Sponsor Norlin & Partners

This is the fifth Roots Conference. Beginning in Paris in 2003 with “The European Roots of Gestalt Therapy” Conference, and continuing with Roots II in Antwerp, 2005, in Rome in 2007, and Budapest in 2009, these conferences have provided an opportunity to focus on Gestalt theory and its development and application. The theme of Roots V is Gestalt Organizational Development.

The Gestalt approach has, from the beginning, had a major influence in the development of organizational development (OD). This includes the work of Kurt Lewin who is seen by many as the father of OD as well as a major influence on the Gestalt approach with his contribution of field theory. Gestalt practitioners have played an important role in the development of National Training Labs (NTL), the birthplace of OD, with Gestaltists serving major roles in the organization including members of the board. In 2010 four Gestalt OD consultants were featured at the OD World Summit in Budapest, Hungary. These included John Nkum, Marcella Bensen-Quaziana and Janet Fiero (representing Carolyn Lukensmeyer’s America Speaks), and Joseph Melnick representing GISC.

Most recently, Edwin C. Nevis was the recipient of the Organizational Development Network (ODN) Lifetime Achievement Award for his many contributions to the theory and practice of organizational development. GISC has developed a designation of Gestalt Organizational Development Consultant (see page 19), and internationally, the European Association of Gestalt Therapy is now certifying OD training programs and practitioners.

It is time for us to come together and join in celebrating the roots of Gestalt OD by presenting theory and practice that is currently being developed by individuals throughout the world. The intent is also to honor Edwin C. Nevis, who is widely seen as the father of Gestalt OD.

We are gathering a list of internationally recognized presenters and will continue to add to the group. Invited presenters include:

Sally Denham-Vaughan (UK)	Raymond Saner (Switzerland)
Marie-Anne Chidiac (Lebanon)	Lichia Saner (Switzerland)
John Leary-Joyce (Ireland)	Chantelle Wyley (So. Africa)
Lars Marmgren (Sweden)	Jochen Lohmeir (So. Africa)
Frans Meulmeester (Netherlands)	Annika Bramsen (Sweden)
Robert Farrands (England)	Katharina Arenvi (Sweden)
Bridget Farrands (England)	Ulf Giege (Sweden)
Ulf Zwedberg (Sweden)	Panos Vasmatzidid (Greece)
Talia Levine bar-Yoseph (Israel)	Magda Pantelidu (Greece)

Among the current topics are: History, Development, Applications, Current Trends, and Future Directions.

Format

Roots has developed a specific format: all presentations are in plenary and followed by small group work to process the content, and then a plenary report-back session. Our aim is that all participants and presenters are fully involved in all aspects of the conference. Our hope is to generate collective knowledge.

In addition, our intention is to encourage all presenters to develop their presentations as journal articles, including the comments and inputs from the plenary sessions.

Roots V will take place at Bommersvik Conference Centre, Bommersvik, Sweden. Please contact Bommersvik Conference Centre directly to make arrangements for accommodations (<http://www.bommersvik.se/>), and contact GISC (office@gisc.org), Gestalt Academy of Scandinavia (info@gestaltakademien.se) or Perlan Dialogue & Leadership (info@perlan.se) for further information or details about the conference.

Programs for Individuals

I Individuals

As individuals, creating the foundation for living exciting, meaningful lives - for unleashing our own potential, can be a challenge. Whether navigating a life change, finding new ways to enrich a relationship, or seeking avenues for personal growth, at GISC we offer programs that help you engage with intention and authenticity.

Awareness of yourself and how you interact with others is the path to greater influence, personal and professional growth, and ultimate success. Our powerful and practical learning experiences help you develop the ability to act with awareness and intention, to respond to challenges with greater confidence and ease, and to create profound and positive change in yourself and your relationships.

This approach to personal development is also a major component of our leadership and practitioner programs; we invite you to peruse the listings in those sections as well. Cross-disciplinary participation is welcome and encouraged.



Individuals benefit from:

- Opportunities to explore personal or professional challenges and experiences with peers and faculty for new perspectives.
- Increased self-awareness and its impact on choices, interactions, and influence.
- Better balance of strategic and intimate interactions – that is, those intended to accomplish something in the future and those related to connecting with others in the moment.
- Practicing techniques to increase confidence in challenging situations.

Personal Growth and Exploration

2012	
March 16-18	Women’s Wisdom: Managing the Complexities in Our Lives page 39
May 17-20	Next Phase: Life Strategies for Navigating Personal and Professional Transitions page 38
June 21-23	Building Blocks of Creativity page 36
July & August	GISC Summer Series - A Summer of Personal Growth and Exploration page 40
October 27-28	Couples in Conversation (Boston). page 37

You might also be interested in:

April 10-12	Skills for Influential Leadership: An Overview. page 13
September 10-11	Introduction to the Cape Cod Model page 30
September 21-23	Working with the Body in Mind page 32
October 10-12	Skills for Influential Leadership: An Overview. page 13

Building Blocks of Creativity

Dates	June 21-23, 2012 Begins Thursday, 9am Ends Saturday, 5pm
Fee	\$575 GISC Members: \$525
CE hours	19
Faculty	Katherine Greenleaf, JD, and Meg Weston, MFA



Creativity is a central component of an engaging and joyful life, and each individual expresses their creativity in unique ways. The objective in this workshop is to increase a sense of fulfillment and engagement with the creative process, whether in the arts or in business. The question is not whether someone is creative, but rather what areas bring out their creativity. Together, participants and faculty will form a “creative community” and in highly interactive sessions will participate in exercises designed to increase sensory awareness and experiment with different ways to tap intuitive capabilities. Participants will learn about their creative process and those of others, reflect on where in life they express creative energy, and discover the conditions that nurture it. Additionally, participants will explore their resistance to creative pursuits, what blocks them, and strategies for overcoming blocks and building creative energy and commitment. The workshop will include theory but will be primarily experience based. Participants should come prepared to experiment, share, and have fun.

Benefits

Participants will:

- Use their senses and other exercises to increase awareness.
- Get a clearer understanding of their personal creative process and what supports it.
- Increase and channel their creative energy.
- Articulate specific intentions as to what type of experiences or outcomes they want to create as a result of harnessing creative energy more effectively.
- Explore how to establish a “creative space and habit” in daily life.
- Have an opportunity for extensive practice.

Participants

This workshop is intended for people of all backgrounds and disciplines who are interested in exploring their creative process.

ICF has certified this course for 15.8 CC hours and 3.5 other hours.

“During a brief coaching session during Building Blocks of Creativity I realized I didn't want to leave my book in the failure pile. When I came home from the workshop, I designed a weeklong writers retreat. Holed up in a secluded cabin I wrote all day everyday and met my goal of editing all seven chapters. I've never known myself to be so disciplined. This ability to produce and stay alive with this process was a direct result of the workshop.”

Nanci Adair
Therapist and Life Coach

Couples in Conversation

Dates	October 27-28, 2012 Begins Saturday, 9am Ends Sunday, 5pm
Fee	\$600 per couple GISC members and couples registering by September 7, 2012, \$550
CE hours	14
Faculty	Sharona Halpern, LMHC, and Stuart Simon, LICSW
Location	Greater Boston area (Newton, MA)



Most couples have topics they find difficult to talk about. These might include money, religion, sex, or childrearing, to name a few. Typically these conversations are difficult because they highlight the differences we have with our partner. Some issues are so difficult to discuss that they become a major barrier to a couple's intimacy. If these conversations are left unfinished, either or both partners might experience ongoing resentment, loneliness, fear, shame, guilt, or helplessness.

Conversations between partners are held in private, but there will be much opportunity for group discussion and feedback surrounding the work.

Benefits

In this practical, experiential Gestalt-oriented weekend workshop, participants will:

- Learn to apply a model for successful conversations based on the Gestalt cycle of experience.
- Develop specific techniques for initiating and completing difficult conversations.
- Identify where communication gets "stuck," and learn how to move through it.
- Have an opportunity to practice new skills and approaches.
- Receive private coaching sessions throughout the workshop from experienced faculty.
- Have an opportunity, by the end of the weekend, to increase intimacy by completing a difficult conversation.

Participants

All couples who wish to improve the quality of their communication and build intimacy in their relationship are welcome and encouraged to attend.

What previous participants have said about this workshop:

"This weekend was terrific! It far exceeded my expectations! The facilitation was excellent. Very personal, yet professional."

"Thank-you both for a phenomenal workshop. I appreciated the sensitivity to each couple's privacy."

"It was terrific and extremely valuable that you were both available for coaching. There was a good balance of talking, demonstration, and practice"

"The opportunity to learn and practice a simple model was invaluable."

The Next Phase: Life Strategies for Navigating Personal and Professional Transitions

Dates **May 17-20, 2012**
Begins Thursday, 3pm
Ends Sunday, 12 noon

Fee **\$695**
GISC Members: \$645

CE hours **22**

Faculty **Katherine Greenleaf, JD, and Mary Anne Walk, MS, MBA. Additional faculty drawn from:
Sonia March Nevis, PhD; Deborah Stewart, MSW; and Anne Tarlton, MA**



This unique program will help participants understand the strategies of a good transition through provocative and multidisciplinary activities. Participants will be introduced to and encouraged to develop personal tools to make transitions successfully and with assurance, leading to new and more satisfying outcomes. Moving through significant shifts in life affords a rare opportunity: to consider new options, to take stock of accomplishments, and to develop an exciting future. However, as with all transitions, this is often a time fraught with uncertainty, reluctance to let go of the familiar, and questioning of what comes next. Participants will look at their life histories, and then individually and collectively look at values, wishes, and desires for the next step in their lives. Participants will learn to envision a broader range of possibilities, and to examine the advantages and drawbacks of having a wide variety of choices. This will provide an opportunity to look at individual styles of dealing with change, paying attention to support mechanisms and obstacles to success, and how to stay in dialogue with others during the journey through transition.

The workshop will include individual and small group exercises, as well as whole group presentation and discussion. Not only will the focus be on the work within the program, but attention will be paid to how participants can support the process of transitioning successfully in the future as they leave the workshop and re-enter life.

Benefits

Participants will:

- Re-examine old dreams or interests that have been put aside.
- Explore their life experiences.
- Reflect on the impact of others on their choices.
- Incorporate goals for physical and psychological health in their exploration.
- Learn how to release from past involvements and preoccupations.
- Integrate new choices and directions with their significant others.
- Explore their style of dealing with change.
- Learn planning techniques that produce positive results.

Participants

This program is for those facing a major transition, whether this change is planned by choice or imposed by circumstance. It is also recommended for coaches supporting the transition of others. The program is open to people from all walks of life. For those in a committed, intimate relationship, it is strongly urged that both partners attend.

ICF has certified this course for 10 personal development hours and 11.5 other hours.

“I purposely travelled to GISC from the UK because I sensed that the distance and the separation from my ‘home ground’ would facilitate and allow freedom of thought and expression. And this proved to be the case. The GISC facility, in its beautiful natural surroundings, provided a sense of peace and security whilst also suggesting creativity and challenge. The course facilitators were skilled and attentive giving time both to the group and to the participants individually.”

James Shallcross
United Kingdom

Women's Wisdom: Managing the Complexities in Our Lives

Dates	March 16-18, 2012 Begins Friday, 4pm Ends Sunday, 1pm
Fee	\$395 GISC Members: \$345
CE hours	14
Faculty	Trish Perry, PsyD, and Kathy Leydon-Conway



Come, join us.

Take time to sit together.

Slow down, meet face to face.

Talk.

Talk about what it means to be a woman – in this world, now, today.

Find the stories that connect us and tell us of our differences.

Explore

Our issues and dilemmas.

Our options and paths

Our need for community and connection.

Start here.

Our purpose is to explore the feminine perspective, both individually and collectively; to evoke and provoke discussion and reflection; to unleash the energy of connection and community.

Our promise is to provide a unique experience, not a conference nor a training, but a conversation and exploration, a space where each of us will be seen and heard.

Our perspective is that our modern, high-stress, scattered lives don't allow for the ordinary everyday connections that sustain us. By maintaining and strengthening these connections, we reclaim the vibrancy essential to our wellbeing.

Over the course of the weekend we will have multiple opportunities to identify and talk about what matters to us and what keeps us from fully living the life we want. We will take time to look at where we feel in balance and where we feel out of balance, naming the ambiguities that most resonate for us, such as being both:

- Bold and tentative
- Grounded and wobbly
- Controlling and letting go
- Needing solitude and intimacy
- Indifferent and interested
- Changing and constant
- Accepting and questioning

All sessions and activities have experiential aspects. The sharing of and learning from our personal stories will be integral to the weekend experience. We will reflect on and express ourselves through writing, meditation, art, movement, music, dance, metaphor or poetry. Sessions will vary from individual to dyad to small and whole group activities.

Benefits

Through our time together we will:

- Deepen our understanding of the complexities in our lives.
- Claim the possibilities that arise from women's connections.
- Acknowledge the importance of the wisdom we bring to each other and our world.
- Gather energy and ideas for what we want to do with this knowledge.

Participants

We consider any woman of any experience to be a wise woman. She, her wisdom and her stories are welcome and wanted. Registration is limited to 20.

What previous participants have said about this workshop:

"It grounded me...reminded me what's important in my life."

"It validated my life – what I need/want to pursue and what I don't."

"The program got me to look at and think about things that I normally don't spend much time on but I should."

"Lots of epiphanies!"

A Summer of Personal Growth and Exploration: The GISC Summer Series

In a perfect world, summer is a time for reflection, rejuvenation, and re-energizing our minds and bodies. Some of us wrestle to make time and space for these nourishing activities. At GISC we've spent years developing programs and methodologies to support restorative living practices, introducing participants from all over the world to our unique approach to transformative learning. To provide more people with the opportunity to experience our life enriching programs, we're reaching out to our neighbors, friends, and summer visitors with a unique series of specially designed workshops that will take advantage of our dynamic approaches to self exploration and the furthering of your personal and professional growth.

Deep in the pine woods and near some of the world's most beautiful beaches, the Center offers the perfect environment for personal exploration, expanding awareness – even earning professional CEUs – or doing a little beachcombing in your downtime.

The GISC Summer Series' offerings vary in length - ranging from weekend to weeklong workshops. The programs are designed to focus on holistic body-mind awareness and energizing practices for deep discovery that can be used to address the ever-changing situations that participants face in their everyday life. Taught by the Center's renowned faculty as well as guest leaders from the world of Gestalt and other areas of transformative learning, the integrative workshops are built around embodied practice, meaningful explorations and personal development.

The heart of Gestalt practice is the universal drive to make ever fuller sense of our experiences in relationship to the complex and changing world around us. In our workshops participants are welcomed in to find grounding, clarity and support. Visionary leaders, clinicians, creative artists, social activists, healers of many stripes, coaches, teachers, psychotherapists, and organizational consultants have been advancing their careers and enriching their lives with Gestalt training programs and workshops for decades. Now you can too.

We look forward to having you join us and enjoy the beautiful Sonia March Nevis and Edwin C. Nevis Meeting House in South Wellfleet. A brief overview of the programs that comprise our Summer Series follows. For more details on these exciting new offerings and bios of our visiting instructors, please visit our website at www.gisc.org or contact us at 508.349.7900.



Gestalt in 3 Keys – Gordon Wheeler and Nancy Lunney-Wheeler

July 8-12, 2012. Meets mornings, 9am – 1pm and afternoon times TBA

The Gestalt approach supports change processes at the personal, interpersonal and/or systemic level. Drawing on over four decades of work in the field, Gordon Wheeler, noted international Gestalt trainer, author and President of the Esalen Institute, and Nancy Lunney-Wheeler, MA and Senior Advisor to the Director of Programs at the Esalen Institute, will team up to take you on a journey through three different modes of Gestalt application. These include group and personal process work, personal expression through singing and systems-level exploration using Gestalt Relational Constellations. \$500

Ultimate Self Care for Women: A Mini Retreat – Susan B. Lord, MD

July 13-15, 2012. Begins Friday, 3 pm; ends Sunday, 1pm

Step out of the stress of your daily life and observe who you would be without it. Susan B. Lord, MD, and mind-body-spirit medicine trainer, will be the guide for this experiential retreat which focuses on the practice of mind-body modalities for self inquiry and healing. The modalities include yoga, meditation, and a process for identifying and transforming the stressors that zap your energy. This program will enable participants to discover how awareness and mindful living can enhance resiliency, prevent and heal illness, while offering a creative, meaningful approach to living your life. \$200

Vasalisa – Living a Fairy Tale – Patricia Boswell and Deborah Stewart

July 16-18, 2012. Begins Monday, 3pm; ends Wednesday, 1pm

This workshop blends professional and personal learning to help you remember what you may have forgotten. Participants anchor new awareness while moving into the deep space of women's wisdom. This women-only workshop will be headed by Gestalt therapist Patricia Boswell and psychotherapist Deborah Stewart. Their teachings are based on rich experiences that draw on metaphor, fairy tale, ritual, and the creation of a transitional object, a doll - based on the Russian folktale Vasalisa's Doll. \$200

The Inner World of Imagination – Joseph Lee and Deborah Stewart

July 23-25, 2012. Begins Monday, 3pm; ends Wednesday, 1pm

The inner world of your imagination is the field where all aspects of you can meet, heal, celebrate and create. C.G. Jung pioneered the transformative use of imagination in one's path to wholeness. Jungian psychotherapist and teacher Joseph Lee will join psychoanalyst and Gestalt therapist Deborah Stewart to lead participants in an exploration of their own imaginative world. Through the use of dreams, body sensations and spirituality attendees will be provided with insights into the creative process and discover new ways to dialogue with a deeper self. \$200

Dream Workshop – Lisa Marchiano and Deborah Stewart

July 25-27, 2012. Begins Wednesday, 3pm; ends Friday, 1pm

The ancient Babylonians used dreams to foretell the future. The ancient Greeks used dreams to heal physical illnesses. Today we use our dreams to discover our own mysteries and understand how psyche can inform our lives. Clinical social worker and Jungian analyst Lisa Marchiano, and psychoanalyst Deborah Stewart, will help workshop participants learn how to use their dreams as a means of gaining access to their own unconscious wisdom. \$200

From Isolation to Intimacy: a Relational Journey - Carol Swanson and Deborah Ullman

July 30-August 3, 2012. Meets mornings, 9am – 1pm and afternoon times TBA

Have you ever felt over-extended, unable to satisfy your commitments, yet eager to be seen in all your sincere good efforts? For many these are shameful feelings. The ways we get stuck in difficult situations often developed from a sense of isolation. Carol Swanson, LCSW, Executive Director of the Portland Gestalt Institute, and Deborah Ullman, Gestalt trainer and co-director of GestaltPress, offer a different approach. Based in contemporary evolutionary and relational Gestalt they bring experiences of connection, belonging and support to this sense of shame, transforming isolation to new possibilities for intimacy. \$500

Engaged Presence: Expanding Ability for Greater Contacting with Self and World – John Griffin

August 3-5, 2012. Begins Friday, 3pm; ends Sunday, 1pm

How do we seize the day, live in the present moment, and still handle life's day-to-day challenges? John Griffin, international organizational consultant will provide participants with the opportunity to become more present in their lives both personally and professionally. This unique weekend workshop will explore a variety of embodied presence practices including: meditation, Qigong, time in nature and other mind-body exercises that enhance our abilities to become more engaged and awake. \$200

Introduction to Kundalini Yoga as Taught by Yogi Bhajan - Michele Damelio

August 7-8, 2012. Meets 8:30am – 5pm

Find balance in your life by uniting mind, body and spirit through the use of breath, mudra, mantra and movement. Michele Damelio, BS and certified Kundalini and Naam Yoga Therapies teacher, as well as a Harmonyum practitioner, will help guide you on how to unlock your own special gifts by connecting with the light that is already within you. Kundalini offers a pathway to becoming healthier and happier as you realize your ability to relax, renew, and co-create the life you envision. \$200

Talking About Race in a Post Racial Age – Roy Partridge and Sara Joffe

August 13-17, 2012; meets mornings, 9 am – 1 pm

This workshop is designed to help participants learn how to talk about racial topics in 21st Century America. While discussing race has long been a challenging topic for Americans--especially across racial lines—instructors Roy Partridge, Special Assistant to the President and professor of Sociology at Bowdoin College teaching race and racism, and organizational development consultant and coach, Sara Joffe, will provide participants the tools for thinking about and talking about race in light of recent social advances. Talking about Race in a Post-Racial Age offers participants the chance to enhance their ability to have meaningful conversations about race with both people of the same and different races. \$250

Writer's Workshop – Susan Fischer

August 17-20, 2012. Begins Friday, 7:30pm, ends Monday, 1pm

Trying to finish that book or article to get published? Then the GISC Summer Series Writer's Workshop can help. This writer-centered workshop, led by Gestalt Review Editor Susan Fischer, is designed to help writers in any genre, any experience level, at any stage in the writing process to have the opportunity to gain practical or theoretical support for their work. The workshop brings together writers to share their ideas, their work, their support, and feedback with other likeminded writers. Just bring in a work-in-progress and let's get started. \$300

Heightening Awareness: Mastering Brainwaves to Unleash the Power of the Awakened Mind – John Griffin and George Pierson

August 24-26, 2012. Begins Friday, 3pm, ends Sunday, 1pm

This cutting-edge workshop offers tools to reduce anxiety and stress, enhance happiness and mental clarity and increase creativity. Dr. John Griffin and George Pierson will help tap into the "awakened mind" state and the power of intuition and imagination. Participants will experience a proven brainwave feedback protocol that helps make the mind clearer, sharper, quicker and more flexible than in ordinary states while allowing greater access and understanding of emotions. \$200

General Information

Location

GISC is located two hours from Boston, in the town of Wellfleet, Massachusetts, on Cape Cod. Cape Cod is known for its quaint villages, sand dunes, and fantastic fresh seafood. The beaches are beautiful in the summer and the winter, and, depending on the season, participants in our programs can take advantage of a variety of nearby activities in the days preceding or following their training, playing tennis or golf, riding or walking the bicycle paths, whale-watching, or visiting the art galleries and theaters in Wellfleet and Provincetown. For more information about the area, visit www.capecodchamber.org

How to get to the Gestalt International Study Center

GISC is located at 1035 Cemetery Road in South Wellfleet, MA, on Cape Cod, which can be reached by car, plane, bus or ferry, and is approximately a two hour drive from both Providence and Boston airports. If driving to the Center, check directions carefully as GPS systems send users to the wrong Wellfleet address.

Complete travel information and housing recommendations are posted on our website at www.gisc.org, and are available by contacting the Center.

Sonia March Nevis & Edwin C. Nevis Meetinghouse

Nestled in the woods of South Wellfleet, adjacent to the Cape Cod National Seashore bike trail, the purpose-built training center is a comfortable, functional, and attractive setting for intensive study and learning, designed for year-round use. The retreat-like setting allows participants to disconnect from daily life and immerse themselves in the learning. Computer workstations and wireless internet access provide opportunities to stay connected. Ample lodging and restaurant choices are nearby.

On the grounds are two magnificent sculptures by Benson Selzer whose Coplex Foundation provided the initial funding for GISC and also contributed to the construction of the Meetinghouse. A generous private donation in 2005 funded the creation of inviting

outdoor seating areas, surrounded by native plants, "...to honor all who come here in pursuit of knowledge and for the love of nature." Another anonymous donation in 2008 provided the funds to pay off the mortgages, leaving GISC free to focus resources on training, faculty, theory development, and new service offerings.

The Nevis Meetinghouse contains a large meeting room, three breakout rooms, a social hall, administrative offices, kitchen and library — all handicapped-accessible. It is available for study group meetings, institute retreats, and more. It is also available for rent, with preference and discounts given to members. Feel free to inquire about availability and rates, and let us know if you will be in the area and would like to visit.

CE Information

GISC is approved by the American Psychological Association to offer continuing education for psychologists (APA, CE). GISC maintains responsibility for the program and its content.

GISC has a number of programs certified by the International Coach Federation for continuing coaching education credits. To view the certified programs, visit www.coachfederation.org or our website, www.gisc.org/practitioners/continuing.

Approval for social work and counselor contact hours varies from state to state. Please consult your state's credentialing board for information.

Scholarships

GISC has a limited number of scholarships and work-study opportunities available for each program for those who wish to offset the cost of tuition for themselves or their organization. Please call the office for more information or to apply.

The Gestalt International Study Center is incorporated as a nonprofit educational organization (IRS Section 501(c)3). GISC does not discriminate in any of its programs with regard to race, color, gender, national or ethnic origin, sexual orientation or handicapped condition. Please contact us if you have any special needs that might affect your participation in any of our programs.

Membership and Publications

Membership

There are many reasons to be a member of GISC: to join an international community of leaders and professionals intent on making a positive change in themselves and in the world, to have access to advanced training opportunities and innovative conferences at reduced member prices, to receive a complimentary subscription to Gestalt Review and our newsletter, and to support the work of the Gestalt International Study Center. Please visit our website, www.gisc.org, for more details.

GISC E-Newsletter

Each issue of the GISC e-newsletter focuses on a particular theme, with recent issues covering topics such as leadership, transitions, multiple realities, Gestalt at work, and patterns of success. It features interviews, best practices and articles on our theory and approach. Past issues are archived on our website.

To receive the e-newsletter, submit your email address to office@gisc.org.

Gestalt Review

Susan L. Fischer, PhD, Editor

Joseph Melnick, PhD, Founding Editor

Associate Editors: Liv Estrup, MA, John E. Frew, PhD, Rick Maurer, MA, Sonia March Nevis, PhD, Susan Roos, PhD

Launched in 1997, Gestalt Review provides a forum for theory and practice exchanges throughout the world. It concentrates on the Gestalt approach at all system levels, ranging from the individual, through couples, families and groups, to organizations, educational settings and the community at large. The journal also publishes original papers dealing with politics, philosophy, gender, and culture. Gestalt Review is peer-reviewed and published three times a year.

For a subscription contact the office at 508 349-7900 or office@gisc.org, or www.gestaltreview.com.

Writers interested in submitting an article or anyone wishing to place an advertisement may contact the office at 508 349-7900 or office@gisc.org.

Visit the Gestalt Review website (www.gestaltreview.com) for the complete Tables of Contents and sample articles from past issues, and subscription information.

Sampling of Articles from 2011

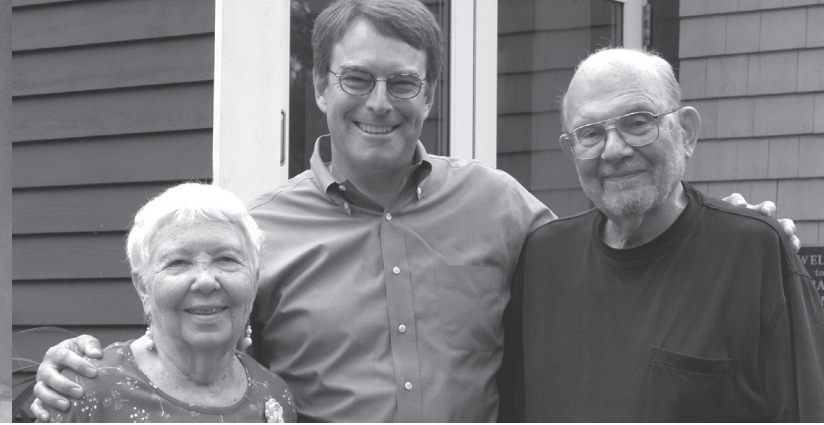
The 2011 Gestalt Review was a special Festschrift volume - a celebration of Gestalt writing featuring contributor responses to several decades of Gestalt publications, including:

“On Appreciating Joseph Zinker,” Robert Farrands, PhD, responding to [Creative Process in Gestalt Therapy \(1977\)](#), Joseph Zinker.

“Your Body: Do Not Leave Home Without It,” Alan Meara, MGT, responding to [Body Process: Working with the Body in Psychotherapy \(1987\)](#), James I. Kepner.

“The Relevance of Adolescence: Using McConville’s Writings Across the Lifespan,” Peter Mortola, PhD, responding to [Adolescence: Psychotherapy and the Emergent Self \(1995\)](#), Mark McConville.





Our History

GISC is a nonprofit organization founded by Edwin C. Nevis, PhD, and Sonia March Nevis, PhD, over thirty years ago. The Center originally focused on research and theory development and then expanded its mission to training practitioners and leaders, and enhancing the effectiveness of both individuals and organizations.

Until Edwin's death in 2011, Sonia March Nevis and Edwin C. Nevis together led in the development of powerful techniques to transform organization and family interactions based on Gestalt theory. After studying with the originators of Gestalt therapy, they helped to found two of the most successful Gestalt training organizations in the world. Sonia Nevis pioneered the expansion of Gestalt therapy application, first to couples and families, and then to small groups and teams. To teach this work, she established the Cape Cod Training Program (formerly known as the Couple and Family Training Program), which for twenty-five years has drawn participants from around the world. Edwin Nevis was a creator of the Gestalt approach to organizational consulting, consulting to Fortune 500 companies, and writing Organizational Consulting: A Gestalt Approach and co-authoring Intentional Revolutions: A Seven-Point Strategy for Transforming Organizations, in addition to many other articles. He helped found the groundbreaking Gestalt OSD Program in Cleveland, and later the OSD International Program.

Over the years the Nevis's theoretical advances expanded Gestalt theory. They trained thousands of consultants, coaches, therapists, and leaders worldwide, transforming their effectiveness and, for decades, refined GISC's approach to bridging personal and professional life so that each world can benefit from the strengths of the other. The Nevis' students have gone on to extend the development of new theory and practice and now form the core of GISC's experienced faculty and Professional Associates. The values of generosity, integrity, and professional curiosity embodied by the Center's founders have become the foundation upon which GISC now stands.

Sonia continues to teach at the Center, to write and contribute to professional journals, and to serve on the GISC Board of Directors. Edwin will be missed by many within the GISC community and beyond. His influence reached thousands of consultants, coaches, leaders and prospective leaders, across the globe, yet he never lost sight of his roots. "You know, I'm a 100% embodiment of the American dream," he once recalled. "I was the first in my family to go to college. And because of that I'm rooted in a certain set of values. I'm not a crusader...or a utopian...I simply believe in the working man. The dignity of work. It's something I inherited from my father and that I'll always carry with me." Perhaps the best summation of why Edwin did what he did, and the secret to his lifelong success, came from friend and colleague Joseph Melnick at his memorial service: "Edwin not only cared about people. He truly liked them."

Even with the loss of one of our leaders and inspirations, there were indeed gains in the past year – the continued advancements in GISC's leadership theory, in research and offerings for the educational and healthcare communities, as well as in our certification programs. In 2011, GISC launched a pilot for a new coach training program, the Competency Development Program for Coach Certification, rounding out our professional certification and continuing education offerings for a variety of practitioners.

The future remains bright for GISC. Edwin's influence can be felt in the courses we teach, and the faculty that teaches them. And, as noted, Sonia is still deeply involved in the Center's programs and administration. The Center's leadership remains in good hands and long-term sustainability continues to be a priority. Following the leadership succession plan that was put in place by the board of directors in 2006, Nancy Scott Hardaway, MEd, served as President and CEO from 2007 to June 2010. In June, 2010, David Tunney, MA, became the Center's Executive Director to help grow all programs and services while continuing to enhance the financial position and operational performance of the Center.

GISC, and its ongoing success, will continue to be a living testament to the passion and creativity of Edwin Nevis and the legacy he and Sonia began.

Biographies of 2012 Program Leaders

The work of the Center is accomplished by a diverse and creative mix of accomplished professionals from a wide variety of backgrounds, who are all committed to creating more positive relationships in all areas of life.



Penny Backman, MSSA, is co-chairperson of the Cape Cod Training Program and an approved supervisor for the American Association of Marriage and Family Therapy. She is a member of the Family Therapy Academy and has taught small-systems concepts worldwide. She co-edited the book [On Intimate Ground: A Gestalt Approach to Working with Couples](#).

Carol Brockmon, LCSW, is a Gestalt therapist in private practice, offering group, couple, family, and individual therapy, consultation and supervision in Philadelphia and on Monhegan Island, ME. She is a faculty member of the Gestalt Study Center of Central Pennsylvania as well as GISC's Cape Cod Training Program.

Debra Brosan, MA OD, as a principal of gestaltworks, llc, is dedicated to helping co-create effective, healthy institutions through organizational development, strategic planning, and training. Debra focuses on applying systems thinking on individual, group, organizational and communal levels. In the whole-systems approach, all work is interrelated and clients discover ways to solve their own challenges through heightened awareness.

Ann Carr, MS, PCC, GPCC owns and operates an organizational consulting and executive coaching practice based in Northern Virginia. Ann holds a Master of Science in Social and Organizational Learning from George Mason University, the ICF PCC credential, and the Gestalt Practitioner Coach Certification. She has done extensive Gestalt training at GISC on Cape Cod and at the Gestalt Institute in Cleveland. In recent years, she has devoted considerable attention to applying the skill of working with physical process to the practice of coaching. Ann is also faculty in the GPCC coaching program at the GIC and in the Organizational Development Certificate program at Georgetown University.

Donna Dennis, PhD, is an executive coach and leadership development professional who has practiced as a consultant internally and externally, taught at major universities such as the Wharton Business School, and conducted leadership research. Currently Dr. Dennis works as a consultant and member of the faculty at the AMA working directly with senior level executives and department managers and their teams, as well as at GISC. She has designed and delivered training in leadership development and most recently focused on how to build relationships and get work done in virtual environments. Donna recently completed the GISC Advanced Practice OD Consulting Certification, which included a project on virtual learning and development.

Bridget Farrands is an international organization consultant and executive coach specializing in the field of cultural and leadership change at a personal, team or organizational level. Based in Oxford, England, she is an accredited member and founder of APECS, a major European coaching association. She is co-author of [Lost in Transition: How Business Leaders Can Successfully Take Charge in New Roles](#).

Rob Farrands, PhD, consults internationally on change and development to individuals, teams and organizations. He was first co-chair and helped to develop Leadership in the 21st Century, GISC's leadership development program. Based in the UK, Rob practiced law as a labor specialist, and has worked in senior industrial posts. He is Gestalt-trained in systems dynamics and couples and family therapy. Rob's doctorate concerns the philosophy of everyday experience within families and organizations.

Peter Finkelstein, MD, is Director of Action Learning, Stanford University Business School. He is one of the few people who is a faculty member of both a medical school (Stanford) and a graduate business school. Trained as a psychiatrist, his work as a consultant and executive coach unites his understanding of personality dynamics and requirements for effective leadership.

Susan Fischer, PhD, is editor of the [Gestalt Review](#). She is Professor Emerita of Spanish and Comparative Literature, at Bucknell University. She completed the Intensive Program in Gestalt Methods at the Gestalt Institute of Cleveland and has taken workshops organized by the Gestalt International Study Center. She has used Gestalt perspectives in her teaching and in some of her writings on theatre. Susan is an academic writer and, while at Bucknell, she taught courses that incorporated writing in the classroom. She is fluent in Spanish and French.

Gerry Gaetz, MBA, CGA, is Chief of the Currency Department at the Bank of Canada, responsible for Canadian Currency. He is a graduate of GISC's first Leadership in the 21st Century program completed in 2005 and has continued to work with GISC through the Leadership Consortium, a group of public and private sector companies pursuing building leadership capacity in their organizations. Gerry is a member of the executive committee of the G10 Central Banks Counterfeit Deterrence Group, a thirty-two country international organization, a member of the boards of the Canadian Police College and the International Association of Currency Affairs (IACA), as well as a director of a Canadian charity organization.

Seán Gaffney, PhD, was born and raised in Ireland, has spent six years in Great Britain, and has lived and practiced in Sweden since 1975. He is educated both as a psychotherapist and OD consultant. In addition to supervising therapists and teaching in the Gestalt OSD Center/GISC International OSD Program, Seán teaches at the Stockholm School of Economics (Sweden), the Riga School of Economics (Latvia), Bocconi University (Milan, Italy) Graduate School of Business, and consults in Estonia, Latvia, Ireland, Great Britain, and the US.

Katherine M. Greenleaf, JD, has over 30 years of business experience as a senior executive and consultant to high-growth publicly-traded innovative companies including Hannaford, The Limited, Ben and Jerry's and Wright Express. In addition to her legal training, Katherine is Gestalt trained and has developed and teaches Gestalt programs on personal transition, consulting and leadership. She has pursued her passion for applied creativity in her business and community, as well as her personal interest in painting and writing at Maine College of Art. Katherine is President of Greenleaf Consulting Group and serves on the boards of Maine Mutual Insurance Company, Maine Center for a Creative Economy and GISC.

Sharona Halpern, MA, LMHC, maintains a private psychotherapy, coaching and consultation practice in Newton, MA. She specializes in working with couples and adult families. Additionally, Sharona has worked in a variety of community settings as a general psychotherapist, group therapist, couple and family therapist and clinical supervisor. She has been committed to working in communities that have limited access to resources – such as inner city schools, and inner city community agencies.

Biographies of 2012 Program Leaders

Nancy Hardaway, EdM, formerly the CEO of GISC, is now an independent consultant and advisor for senior leaders. In the corporate world, she has led transformations in the fields of financial services and real estate development. As an entrepreneur she founded and sold two companies. Nancy has written for many publications and has taught sales and marketing and leadership development. She has a BA from Tufts University in Psychology and an EdM from Harvard University.

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, she has developed and co-facilitated GISC programs for educators in schools and community colleges in Maine, Massachusetts and Connecticut.

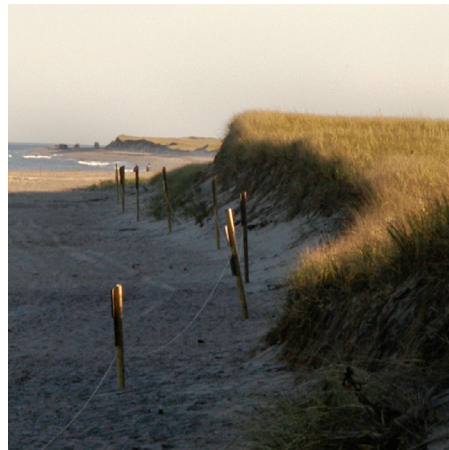
Dominik Heil, PhD, is a philosopher from Witwatersrand University and a Director of The Reputation Institute. His recently published book [Ontological Foundations of Ethical Management](#) challenges leaders and academics to think again about the fundamentals of organizing in the modern world. An important lesson from the recent crisis in banking and elsewhere is that too much is being taken for granted about the nature of organization and this needs investigating.

Frances Johnston, PhD, is co-founder of the Teleos Leadership Institute, a professional consulting firm for both private and public sectors that encourages and develops values-based and resonant leadership, and is the co-author of [Becoming a Resonant Leader](#) (2008). Fran has designed programs in leadership development and transformation, group dynamics, and organizational renewal. She serves as an advisor to senior executives internationally and designs and implements advanced leadership programs throughout North America, Europe, Africa and Asia.

David Kinsman works with senior leaders in government and industry, supporting them in their quest to strengthen effectiveness and to build resilience and sustained confidence in their personal and professional lives. He is a Certified Integral Coach who brings a depth of practical leadership experience, having occupied senior executive positions in the Canadian Forces and the Public Service of Canada for over 30 years. Outstanding judgment, critical thinking, an open mind, and the ability to develop trusting relationships characterize David's work with others. He holds a BSc and Honorary Doctor of Civil Laws from Acadia University and is a Commander of both the Canadian Order of Military Merit and the American Legion of Merit.

Kathy Leydon-Conway has over twenty years experience as an organizational consultant, trainer, mediator and facilitator of women's retreats. She is a graduate of the Organization and Systems Development (OSD) program at the Gestalt Institute of Cleveland and of the Cape Cod Training Program at GISC, as well as being a Colleague of the Creative Education Foundation. She grounds herself with yoga and journaling, and enjoys exploring her creative and intuitive self through poetry, painting and pottery.

Jim Luckman, MS, has on-the-ground experience leading lean transformations as a plant manager, a director of an R&D center, and a CEO of a small start-up company. He has significant experience in strategic planning, engineering and manufacturing including adopting lean manufacturing principles for lean development and lean engineering. His current efforts include leadership coaching, application of lean in R&D and application of lean to software development. Jim holds a Masters in Computer Engineering from Case Western University and a BS-Electrical Engineering from Tri State University.



Mark Magerman, PhD, LCSW, BCD, maintains a private practice of psychotherapy, executive and performance coaching, and organizational consulting in New Hope and Newtown, Pennsylvania. He is on the faculty of the Gestalt Therapy Institute of Philadelphia, and is a professional associate of GISC. He has been on the teaching faculty of various universities and has presented training workshops and lectures throughout the U.S. and abroad.

Joseph Melnick, PhD, is Co-Chair of the Cape Cod Training Program and serves on the Board of GISC. He is a couples and family therapist, an organizational consultant, and teaches worldwide. The founding Editor of [Gestalt Review](#), he has published extensively, and recently co-edited (with Edwin Nevis) [Mending the World: Social Healing Interventions by Gestalt Practitioners Worldwide](#).

Spencer Melnick, LCSW, is a psychotherapist who works with individuals, couples and families. He also trains and consults with a variety of non-profit organizations with a specialization in working with multicultural communities who have limited access to mental health services.

Melanie Nevis MA, LCAT, is a licensed music therapist and coach, and is a Professional Associate at the Gestalt International Study Center. She utilizes the Gestalt Cape Cod Model in her therapeutic work with children, adolescents and adults in schools and social service settings. Her coaching work includes working with people with chronic pain and encompasses cutting-edge scientific research in the mind body connection.

Sonia March Nevis, PhD, is co-founder of the Gestalt International Study Center. She has practiced and taught Gestalt and family therapy concepts worldwide for thirty-five years, and she is the founder and senior faculty member of The Cape Cod Training Program. Sonia serves on the GISC Board.

H. Roy Partridge, MSW, PhD, MDiv, LCSW, is Special Assistant to the President and Visiting Assistant Professor of Sociology at Bowdoin College. In his classroom work, he employs a variety of computer-based technologies to support his teaching and provide out-of-class assignments, which include Blackboard, YouTube, Facebook and other modalities. As an administrator, conference organizer and clinician he has used Skype and similar communication tools to hold virtual meetings. Roy is constantly finding new ways to use these tools in his work as an administrator, professor, priest, and psychotherapist. He is also on GISC's Board of Directors.

Patricia D. Perry, PsyD, independent consultant and facilitator, has over twenty-five years of experience offering a variety of services intended to help individuals, communities, groups, and organizations work from and for their deepest values and highest hopes. These services include: retreat facilitation, civic engagement, dialogue facilitation, leadership development, and nonprofit board assessment and development. Originally trained as a clinical psychologist, she attended Stanford University, Harvard University and the Massachusetts School of Professional Psychology. As part of her transition to organizational and community work, she also trained at the Gestalt Institute of Cleveland in the Organization and Systems Development Program.

Biographies of 2012 Program Leaders

Archie Roberts, MA, is a psychotherapist and consultant to organizations around the world. He has taught at Harvard Business School, Columbia Graduate School of Business, and Cambridge College, and is currently on the faculty of the graduate program in Holistic Counseling at Salve Regina University. A graduate of MIT, classically trained actor, and Gestalt therapist, his clinical and organizational work blends the insight of science and the impact of art, the clarity of the head and the passion of the heart.

Robert Ross, EdD, is a psychologist, consultant, coach and lifelong educational administrator, committed to the development of environments that support growth-producing relationships, lifelong learning, equity and excellence. The former Vice President of Cape Cod Community College, he currently serves as Senior Director of BioTeach Programs at the MassBioEd Foundation, Executive Director of the New England College Council, and board chair of Fenway High School.

Marianne Roy, MEd, is an organization effectiveness consultant currently living and working in Anchorage, Alaska. Marianne specializes in helping healthcare organizations leverage clinical teams and relationships to provide cost effective, patient-centered care. Marianne has over twenty years' experience as both an internal and external consultant and has won awards for her work in OD. Three key principles drive Marianne's work: maintaining a systems perspective, designing and delivering needs-based customized solutions, and building capacity and capability in client organizations.

Tracy Saunders, MA, has worked with startups, small businesses and Fortune 50 firms for the past twenty-five years. In addition to coaching, she provides consultation and facilitation across a range of organizational needs such as large scale, strategic organizational and culture change, leadership development, group process and conflict dynamics, and technology adoption. Tracy has a Masters Degree in Human Resources. She attended the International Gestalt Coaching Program and is an ICF certified coach.

Jacqueline Sherman, PhD, PCC, is an organizational consultant and leadership coach with twenty-five years' experience partnering with leaders in business, non-profit and government organizations to create large-scale, sustainable change. She works with entire organizations, teams and individuals, using her background in economics, strategic planning, organization development, and coaching.

Dorothy Siminovitch, PhD, MCC, is principal of Gestalt Coaching Works, LLC. She is an ICF Master Certified Coach and consultant to organizational leaders worldwide. She is a

founder, co-owner, and faculty of the Eurasian Gestalt Coaching Program (EGCP) in Istanbul, an ICF-accredited program. Dorothy received her doctorate from Case Western Reserve University's Department of Organizational Behavior. She served as a professional faculty member at the Gestalt Institute of Cleveland, and was a Board member of the International Consortium for Coaching in Organizations (ICCO). Dorothy focuses her practice on coaching for high performance in individuals, groups, and organizations.

Stuart N. Simon, LICSW, is a Gestalt practitioner with over thirty years of experience as a therapist, consultant, trainer, and coach. He is a partner at Management Support Services, Inc., an international management training and consulting firm, and a member of the core faculty of GISC's Cape Cod Training Program. He also teaches at the Boston University School of Management's Executive Education program.

Deborah Stewart, MSW, has been a psychotherapist for ten years. Previously, she worked in special education and non-profit development. In addition to Gestalt training, she is now engaged in Jungian Psychoanalytic Training. She has a private practice in Brooklyn, NY, where she works with individuals, couples and families. Deborah serves on the GISC Board.

Ann Tarlton, MA, has a graduate degree in Spiritual Direction from the General Theological Seminary. She worked as a nondenominational chaplain in a hospital and is now a hospice chaplain in New Jersey. She has also owned and operated her own successful retail store. Ann particularly enjoys the spiritual and physical challenges of yoga, and also pursues her love of gardening.

Zeynep Tozum, MA, PCC, is an OD consultant and executive coach. She works with businesses, executives and teams globally. She was an executive at Unilever, supporting performance development and the transformation in operating companies around the world, and established her own practice in 2006.

Deborah Ullman, MA, is editor and co-director of GestaltPress, published and distributed by Routledge, Taylor & Francis Group. She practices as a clinician, coach, trainer, and bodyworker in Orleans, MA on Cape Cod where her work is grounded in evolutionary psychology and relational Gestalt theory. Deborah has authored or edited many articles, and the collections *The Gendered Field* and *CoCreating the Field*, with Gordon Wheeler. Deb co-chairs the CTR Psychology Council conference series "Evolution of Gestalt" at Esalen Institute. She is a Professional Associate of GISC and co-chairs the Summer Series in Personal Growth and Exploration.

David Verble, MS, worked for Toyota in North America for fifteen years. He was an internal change agent for ten years and a manager of human resources development at the plant and North American levels for five years. Since 2000 he has been supporting clients in implementation of lean and continuous improvement as a facilitator, coach, instructor and advisor specializing in process improvement and leadership development. He is a partner in the Lean Transformations Group. He has also been on the workshop faculty of the Lean Enterprise Institute in Boston. David has a Masters in Instructional Systems Design and Performance Technology from the University of Kentucky. He also completed the International Gestalt Coaching program at the Cleveland Center.

Mary Anne Walk, MS, MBA, MCC, is President of Walk & Associates, a management consulting group and is a certified Master Coach and Mentor for the International Coach Federation. Prior to this she was executive vice president of a software company, which she joined shortly after retiring from AT&T as Vice President of Human Resources and Labor Relations. Mary Anne serves on the Board of the Gestalt International Study Center.

Michael Walsh, MBA, advises senior leaders and teams about successfully leading and supporting organizational change and development. He brings over thirty years of experience in helping organizations deal with resistance/support issues associated with change. He has designed and led global change interventions helping firms and leadership teams in Europe, Asia and North America achieve successful organization change.

Meg Weston, MFA, is a writer, photographer, teacher and business consultant. After over twenty-five years of experience in leadership positions in imaging/communications businesses including Printlife, Konica, and the Portland Press Herald, Meg launched her own consulting practice and completed an MFA. Meg teaches digital image editing at the University of Southern Maine, and pursues her own fine art photography. As a consultant with F22 Consulting, she works with businesses ranging from start-ups to Fortune 500 companies.

John Wipfler, JD, MBA, is a healthcare CEO with twenty years of healthcare 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. He has a JD and MBA from Boston College.

Calendar

	Page:
2012	
January 13-17	Competency Development Program for Coach Certification (Session 2).....22
January 24-26	Setting Up New Worlds: Organizing Our Futures (Boston)12
February 6-10	The Practice of Leadership for Individual and Group Effectiveness.....11
March 1-6	Applying the Cape Cod Model to Coaching24
March 16-18	Women’s Wisdom: Managing the Complexities in Our Lives39
March 25-30	Leadership in the 21st Century (Week 2)6
April 10-12	Skills for Influential Leadership: An Overview13
April 20-26	Cape Cod Training Program Europe (Week 2) (Stockholm).....20
April 25-29	Executive Personality Dynamics for Coaches.....29
May 3-10	Cape Cod Training Program (Week 1).....20
May 17-20	The Next Phase: Life Strategies for Navigating Personal and Professional Transitions38
May 21-23	Executive Forum
June 1-5	Competency Development Program for Coach Certification (Session 3).....22
June 8-10	The Growing Edge of GISC: Community Gathering
June 11-13	Becoming an OD Practitioner: The Gestalt Approach27
June 14-16	Consulting Excellence: Finding Your Developmental Edge28
June 18-20	Creating and Leading a Continuous Improvement Culture.....8
June 21-23	Building Blocks of Creativity36
June 24-26	Advanced Skills for Influential Leadership in Higher Education15
June 27-29	Teaching for Impact: Interpersonal Skills for Effective Classroom Practice.....16
July 17-19	Leadership Transition: Developing New Organizational Capabilities (New York City)9
July & August	GISC Summer Series - A Summer of Personal Growth and Exploration.....40
August 9-12	Applying the Cape Cod Model to Therapy26
September 7-8	Wrestling with Ethical Dilemmas33
September 10-11	Introduction to the Cape Cod Model30
September 12-13	Executive Forum
September 21-23	Working with the Body in Mind32
September 27-Oct 4	Cape Cod Training Program (Week 2).....20
October 10-12	Skills for Influential Leadership: An Overview.....13
October 12-18	Cape Cod Training Program Europe (Week 1) (Stockholm).....20
October 14-19	Leadership in the 21st Century (Week 1)6
October 20-24	Competency Development Program for Coach Certification (Session 1).....22
October 27-28	Couples in Conversation (Boston)37
November 1-4	Roots V Conference (Stockholm).....34
November 2-4	Leading Virtual Teams: Increasing Virtual Work Effectiveness10
November 5-9	The Practice of Leadership for Individual and Group Effectiveness.....11
November 12-17	Applying the Cape Cod Model in Organizations25
2013	
January 10-14	Competency Development Program for Coach Certification (Session 2).....22
March 10-15	Leadership in the 21st Century (Week 2)6
April 4-8	Competency Development Program for Coach Certification (Session 3).....22
April 5-11	Cape Cod Training Program Europe (Week 2) (Stockholm).....20

Registration Form

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