

**Note Adjusted Dates/Timetable!**

# ***Master Class for Experienced Consultants and Facilitators***

## **An Advanced Professional Development Program June 19-20, 2018**

**8:30 am to 8:00 pm on Day One; 8:30 am to 5:00 pm on Day Two**

Since 2012, over 100 leaders and consultants from the US and Europe have attended the highly-rated Cranaleith Master Seminars for in-depth exploration of the challenging dynamics they face in their work roles. In response to participant demand, Cranaleith has added a new seminar focused exclusively on the professional issues faced by consultants.

The **Master Class for Consultants and Facilitators** is designed for those who hold the critical role of partner, trusted advisor, or process guide for leaders and organizations in all sectors – business, government, nonprofit and religious enterprises. Using an active and collaborative format for learning, the seminar provides experienced professionals with protected time, stimulating content, and a supportive group of peers for thinking, planning, and restoration of their vision and energies.

### ***“Managing the Client-Consultant Relationship with Integrity”***

#### **Seminar Objectives:**

- Exploring the scope and nature of one’s niche in the consulting field and how life experience shapes one’s distinctive strengths and personal style
- Introducing a model for mindfully looking at what is being created in the ongoing negotiating of shared meaning
- Creating sound, mutual and clear work agreements with clients in the context of the complexities of the contracting process
- Clarifying role boundaries; helping clients while maintaining proper and constructive boundaries
- Taking a stand and navigating sensitive power dynamics with integrity

#### **Faculty Presenters**



Marisa Guerin, Ph.D.



Ilene Wasserman, Ph.D.

## What Previous Participants Say about the Master Class:

"I appreciated the blend of scholarly input/handouts and discussions along with interchange with others who have varied and rich experiences. I learned a lot from others, and it provided an opportunity for networking."

"I leave feeling refreshed and clearer about my work, my parameters – with a renewed spirit."

"Excellent, I would enthusiastically recommend this to another. I learned a great deal -- new tools to use and meeting and sharing with people with similar work and approaches."

"As a newer consultant, this seminar was a valuable support and an affirmation that I am on the right track. I leave with a good collection of information, strategies, guidelines – and best of all, wonderful new friends."

"I loved the seminar and would recommend it and others like it to anyone. You, as a team, established a learning community and employed adult learning models. The diversity in faith traditions truly enriched the seminar."

"The instructional method was a pleasure to witness. The rhythm and balance served as a model of good training design."

"I loved the flow of cognitive input and affecting experience."

### About Dr. Marisa Guerin -

"Marisa was able to unpack complicated ideas and make them intelligible and useful. I appreciated her ability to connect the psychological and spiritual dimensions of faith-based organizations."

"Marisa is extremely knowledgeable and her ability to relate tools to specific experiences was very helpful; her capturing of the essence of remarks was incredible."

*Marisa Guerin, Ph.D.,*  
[marisaguerin1@gmail.com](mailto:marisaguerin1@gmail.com) (215-990-6186)

### About Dr. Ilene Wasserman -

"Ilene is a highly skilled and sensitive mentor, educator, and coach; she is a person of integrity who brings deep knowledge and wisdom to the critical business of creating inclusive social systems."

"Ilene has the rare but critical gift of being able to help others understand the deeper and thus more critical ideas regarding an issue. She uses that understanding to facilitate dialogue and thus solutions. Best of all, when you work with Ilene, she makes it fun, lively and highly engaging."

*Ilene Wasserman, Ph.D.,*  
[iwasserman@icwconsulting.com](mailto:iwasserman@icwconsulting.com) (610-667-5305)

## About the Seminar Process



The seminar concept implies advanced material, a collegial informality and high levels of interaction and discussion. While the seminar leaders are responsible to define the topics and to provide both theoretical and practitioner input, the participants will be expected to engage with the material and with one another to better understand how to address the challenges of consulting

and facilitation in practice.

The assumption in the design is that the participants will be self-directed and motivated learners, who will take what they need and want from the material offered and who will bring to the group the benefit of their own experience, learning and ideas.

The seminar design involves direct application of the material to the work of the participants through case materials in group-as-a-whole and small-group formats.

By its very nature, this work of leading and facilitating requires a reflective practitioner who is in touch with her or his own values and spirit. Opportunities for reflection and personal sharing will be incorporated into the seminar.

Readings will be assigned in advance. Participants will also be asked to prepare responses to case questions that can be explored during the seminar.

Seminar content will address:

- ☑ Attending to the client “story” in a way that creates meaning and invites action – client communication as a dynamic and relational process.
- ☑ Appreciating our role biographies– the sources of our distinctive strengths and styles
- ☑ Mapping one’s practice niche onto the field of consulting approaches / interventions
- ☑ Navigating power, ethics, and courage in the client-consultant relationship
- ☑ Avoiding the risks and pitfalls of the pivotal contracting process
- ☑ Maintaining appropriate role boundaries versus getting seduced into surrogate leadership
- ☑ Cultivating humility, truthfulness and the wisdom of our spiritual traditions as contributions to our work as trusted advisors

**Master Seminars** assume an existing base of professional experience. The seminar format emphasizes collegial exploration of advanced topics through discussion, reflection and case consultation.

**Participation is by accepted application only.**

**Tuition and all Meals: \$850 (Religious leader discounted fee is \$400);**

**Overnight lodging: \$50 per night**

For registration and application materials, contact Cranaleith Spiritual Center: 215-934-6202, or [info@cranaleith.org](mailto:info@cranaleith.org), or [www.cranaleith.org](http://www.cranaleith.org)

Other Master Seminars in the series:

- *The Dynamics of Leadership, Planning and Change in **Faith-Based Organizations***
- *The Dynamics of Leadership, Planning and Change for **Nonprofit Executives***

### ***Persons interested in participating must submit an application for enrollment.***

The seminar format is highly sensitive to the nature of the participant group. The application information will be used in several ways: to assure that the enrolled participants match the intended target audience, to promote an optimal mix of people from similar and different organizational settings, to inform faculty about specific participant learning goals, and to qualify those eligible for discounts.

The application form is attached to this brochure; additional copies can be requested from Cranaleith ([info@cranaleith.org](mailto:info@cranaleith.org), 215-934-6206) or from the presenters.

Feel free to contact the faculty presenters if you would like to discuss the potential fit between your professional development goals and the seminar.

Marisa Guerin, Ph.D., [marisaguerin1@gmail.com](mailto:marisaguerin1@gmail.com) (215-990-6186)

Ilene Wasserman, Ph.D., [iwasserman@icwconsulting.com](mailto:iwasserman@icwconsulting.com) (610-667-5305)

## About Logistics at Cranaleith



The Master Seminars will be held at Cranaleith Spiritual Center, 13475 Proctor Road, Philadelphia, PA 19116 (ph. 215.934.6206). [Directions to the Center can be found on the website.](#) *(Please note that some GPS systems provide inaccurate directions to Cranaleith.)*

**Cranaleith** – Gaelic for “**Sanctuary of Trees**” – has welcomed and served thousands of guests during the last 18 years through its non-denominational program offerings and spirit-rekindling environment of hospitality, respect and trust. Cranaleith operates out of a historically significant 1891 Victorian home and a modern conference center on a park-like, 10-acre property in Northeast Philadelphia. The home, “Mill-Rae”, was originally built by Rachel Foster Avery both for her family and as a meeting place for Susan B. Anthony and the women of the suffrage movement. Cranaleith today extends its mission of healing and wholeness for the whole human family as a sponsored work of the Sisters of Mercy of the Americas.

Please note that overnight accommodations at Cranaleith’s historic mansion and modern carriage house are limited in number. The rooms are simply and tastefully decorated, require the ability to climb stairs, and in some cases, can be shared rooms. If there are participants who cannot be or prefer not to be accommodated at Cranaleith, they will be referred to lodging options at nearby hotels.

### ***Seminar Schedule:***

Commuters should plan to be on site on the following schedule:

- Day One, June 19 2018: **8:30 am through 8:00 pm;**
- Day Two, June 20, 2018: **8:30 am through 5:00 pm**

All meals will be provided at Cranaleith for all participants, both resident on campus and commuters.

### ***Fees:***

**Tuition and All Meals: \$850** per person;

**Lodging at Cranaleith: \$50** per night for lodging at Cranaleith (subject to limited availability)

**Discounts Available:** Religious/clergy may be eligible for a discounted tuition and meals fee of **\$400**; there is no discount for lodging costs. Consultants who have previously attended Master Seminars at Cranaleith will be eligible for a modest additional discount when they register for the Master Class.

## About the Presenters

**Marisa Guerin, PhD** is President of Guerin Management Consulting, Inc. (retired). She is a highly regarded consultant who has worked with the executives and leadership teams of over 50 client organizations – major corporations, family businesses, non-profits and religious organizations. She addresses issues of planning, strategy, leadership effectiveness and organizational performance.

In addition to her consulting experience, Marisa was Corporate VP Human Resources for Rohm and Haas Company (now a division of Dow/Dupont); Project Faculty for Wharton School of Business programs in Peru, Colombia, and Chile; Consultant and educator for the Center for Ministry Development; and Director of the National CYO Federation.

She has served on the Boards of the International Society for the Psychoanalytic Study of Organizations, the Philadelphia Human Resource Planning Society, United Way of Southeastern Pennsylvania, the Urban Affairs Coalition of Philadelphia, Mercy Health System SEPA and Cranaleith Spiritual Center.

Marisa holds a Bachelors Degree in Sociology from the University of Pennsylvania (1974), a Masters Degree in Human Resources Development from American University (1983), and a Ph.D. in Human and Organizational Systems from the Fielding Graduate University (1996).



**Ilene Wasserman, PhD**, founder and president of ICW Consulting, has over 30 years of experience in Organizational Consulting, Strategic Planning, Change Management, Leadership Development and Executive Coaching. As Vice-President of a major consulting firm and founder and President of ICW Consulting, Ilene helps leaders and teams throughout organizations leverage multiple dimensions of domestic and global diversity by enhancing communication and collaboration. Ilene's approach is appreciative, based on the principles that we transform organizational cultures through engaging the whole system.

Ilene has served as a consulting coach with senior executives and board of directors of Fortune 100 companies, socially responsible businesses, health care institutions and institutes of higher education. Consultations have also included designing retreats for leadership teams and developing internal work teams. She has also led large strategic change initiatives. In addition to consulting and coaching Ilene has taught courses in leadership, organizational consulting, leading diversity, organizational communication, emotional intelligence and cultural competence, and group dynamics at the graduate level.

Ilene received her PhD from the Fielding Graduate University in Human and Organizational Development. She also holds Masters degrees both in Counseling Psychology and Social Work from Washington University and a B.S. from Cornell University in Human Development. In addition to her formal education, Ilene is trained in Future Search, Gestalt, and Appreciative Inquiry. She has conducted foundational and advanced workshops in Appreciative Inquiry.

Ilene is a Senior Fellow of the Wharton Leadership Institute, a Fellow of both the Taos Institute and serves on the Board of the Lewin Center, serves on the Boards of the CMM Institute and is a Member of NTL. Ilene is active in her community, serving as Chair of the Lower Merion Township Human Relations Commission. For more information, see [www.icwconsulting.com](http://www.icwconsulting.com).

**APPLICATION FOR REGISTRATION**  
**CRANALEITH MASTER CLASS:**

**ADVANCED PROFESSIONAL DEVELOPMENT FOR CONSULTANTS, AND FACILITATORS**

**Your Name /Postal Address / Email Address / Phone Numbers (office, cell):**

Name:
Postal Address:
Email Address:
Phone Numbers:

**DATE:** \_\_\_\_\_

**To the interested applicant:** We are delighted with your interest in these advanced professional development sessions. Because the effectiveness of the seminar format is highly sensitive to the mix of participants, the application process is important. The application information is reviewed to ensure that the enrolled participants match the appropriate target audience, to provide for an optimal mix of people from similar or different settings, to inform faculty of participant learning goals, and to qualify those eligible for discounts.

Thank you in advance for providing the information requested below to assist us in the enrollment process. We will be in dialogue with you to confirm your participation and to forward the advanced preparation materials.

**Please return this form to: Marisa Guerin, PhD,**  
**Email: [marisaguerin1@gmail.com](mailto:marisaguerin1@gmail.com)**

**1** Sessions/Logistics: Please indicate your preferences, thank you.

**MASTER CLASS FOR CONSULTANTS AND FACILITATORS**

Lodging Preferences

The Master Seminar programs are held at Cranaleith Education and Conference Center, 13475 Proctor Road, Philadelphia, PA 19116-1723; Telephone (215)934-6206; [www.cranaleith.org](http://www.cranaleith.org)

**Please note** that Cranaleith's on-site overnight accommodations are limited. The rooms are gracious, but simple, they require the ability to climb stairs, and in some cases, are shared bedrooms. We hope to accommodate everyone's preferences, but if no further space is available, we will provide recommended local hotels for alternative accommodations at the hotels' designated rates.

I am able to be a daily commuter to Cranaleith for the program

I prefer to stay on site at Cranaleith, space permitting. I will need accommodations for the following nights: \_\_\_\_\_  
(\$50 lodging fee per night will be added to the invoice if a room is available.)

I AM  I AM NOT  willing to share a bedroom.

**If you have questions about Cranaleith's accommodations, about fees, or about travel options, please feel free to contact Cranaleith directly at (215)934-6206.**

**2 Applicant Role:** Please tell us about your role relationships and/or affiliations that are relevant to participation in this seminar. It may be that you occupy more than one role.

Please describe the nature of your work as a consultant or facilitator:

If you also hold an executive, managerial, or governance role in a faith based ministry or non-profit enterprise, please describe your role and the organization.

If you are a religious leader or member of a religious community: please describe your affiliation and your religious leadership role.

**3 Experience Base:** Please describe the kinds of skills and experiences upon which you desire to build, and which you may be able to share with other seminar participants during seminar discussions.

**4 Learning Goals:** What are you especially interested in understanding or managing better as a result of participation in this seminar?

**The completed application form should be submitted to Dr. Marisa Guerin at:**  
[marisaguerin1@gmail.com](mailto:marisaguerin1@gmail.com)

You will be notified promptly if you are accepted and if you are qualified for the religious leader discount.

The seminar faculty will send pre-readings directly to registered participants approximately one month in advance of the program.

Invoices and logistical information will come to registered participants directly from the Cranaleith administrative team.

***Thank you!***