

*"On a scale of 1 to 10, I give it a 20!"*

# CRANALEITH MASTER SEMINARS

*Advanced Professional Development for Experienced Leaders*

## *The Dynamics of Leadership, Planning and Change in Faith-Based Organizations*

**May 1-2, 2018 or Nov 14-15, 2018**

8:30 am Day 1 through 5 pm Day 2, incl evening session

- Understanding the psychodynamics of roles, boundaries, power and authority in faith-based systems
- Effective leadership under conditions of constant change
- Psychological and spiritual capacity for "holding the whole"
- Methods of planning, decision-making, and conflict resolution
- Understanding how to manage the rational, political, emotional and spiritual experiences of change



**Presenter:  
Marisa Guerin, Ph.D.**

### *Is this the seminar for you?*

The program described in this brochure is designed for **persons holding leadership responsibility in religious congregations or in ministries or organizations sponsored by a faith community.**

Cranaleith Master Seminars are open to persons from all faith traditions and assume an existing base of professional skills and experience. The seminar format emphasizes collegial exploration of advanced topics through study, discussion, reflection, and case consultations.

Participation is by accepted application only.

The application form is attached to this brochure and can also be accessed by contacting **Cranaleith Spiritual Center in Philadelphia, PA; 215-934-6206, [www.cranaleith.org](http://www.cranaleith.org)**

### *Cranaleith Spiritual Center – The perfect location*

*"Just a lovely place. Very comfortable and welcoming, amazing food."*

*"What a perfect setting...the energy meets you at the door! Hospitality, food, comfort, all a 10+."*

*"What a wonderful experience from the moment I arrived. I was greeted and welcomed as a friend, not a guest or visitor."*



# ***What Previous Participants Had to Say:***

## **About the Seminars -**

*“Outstanding! I want to urge several colleagues to consider attending as it is a unique kind of offering for organizations.” – University Administrator*

*“Superb – I’m hoping every one of my team members has the opportunity to attend.” – Member of Elected Leadership Team, Religious Congregation*

*“Excellent seminar, one of the best I have ever attended. It fed and renewed my spirit and expanded my knowledge.” –School System Department Director*

*“Extremely effective in content and process; sensitive to people with different levels of experience.”  
–Healthcare Mission Leader*

*“The participants are in high-profile positions and they show courage, passion and vision for their work. Their wisdom adds to the experience.”  
– Program Leader in National Organization*

*“This was an excellent seminar. I feel like you designed it specifically to address the challenges that I, personally, face in my work.” – Program Leader, Social Service Center*

*“Seminar exceeded goals – I come away with very specific projects as well as an overall organizational sense of what I need to address. Excellent, practical, stretching, engaging.” – Religious Community General Superior*

*“Great opportunity to learn skills in a safe and supportive professional environment. A wonderful adult learning community.” – National Program Director, Education Ministry*

## **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.” – Senior Team Member, Hospital Ministry*

*“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.”  
– Planning Leader, Religious Congregation*

*“Excellent! I have a recent masters’ degree in this material and yet I learned so much. Marisa has a way of explaining and grounding these concepts that has helped me embody them more deeply than ever.” – Professional consultant/facilitator*

## About the Seminar Process



The seminar concept implies advanced material, a collegial informality and high levels of interaction and discussion. While the seminar leader is responsible to define the learning goals and 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 leadership 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 does not use affective/experiential education modules, since these tend to require longer periods of time for the events and the processing of the learning, but the seminar philosophy will be very much oriented to direct application of the material to the work of the participants through case materials in whole group and small group formats.

Another assumption in the design is that by its very nature, the work of leading requires a reflective practitioner. Opportunities for reflection and personal sharing will be incorporated throughout the seminars and learning will often be centered on case consultations.

Readings will be assigned in advance of the seminar and additional readings or resources will be provided or recommended during the seminar. Participants will also be asked to prepare in advance their responses to case questions that can be explored during the seminar.

## Seminar Content

- Faith-based organizations as human systems with primary tasks and designed structures
- The power of roles and boundaries to further the mission, or to impede collective effort
- Authorization – An essential dynamic, and uniquely challenging for many religious groups
- Unconscious anxiety in the presence of risk, stressful work, or conflict
- Containment, spirituality and “negative capability” in organizational leadership
- Methods of handling conflict and decision-making in spirit-led organizations
- Core concepts of strategic planning as they apply to spirit-led groups
- Change management: rational, emotional/spiritual, political and behavioral
- The spirituality of leading with compassion for the stresses of change

***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, and to identify potential authority dynamics among the attendees that might impact participation.*

## ***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: 8:30 am through 8:00 pm**
- **Day Two: 8:30 am through 5:00 pm**

All meals will be provided at Cranaleith. Commuters are welcome for daily breakfast and post-session evening socials.

### ***Seminar Fees:***

**\$400 tuition, including all meals at Cranaleith;  
\$50 per night lodging at Cranaleith, subject to limited availability**

## ***About the Presenter***

***Marisa Guerin***, Ph.D. (retired), founded of Guerin Management Consulting, Inc. in Philadelphia, Pennsylvania in 2000. 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 has addressed 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); 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).

**APPLICATION FOR REGISTRATION**  
**CRANALEITH MASTER SEMINARS:**

**ADVANCED PROFESSIONAL DEVELOPMENT FOR EXPERIENCED LEADERS**

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

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 for registration process has several important purposes.

- (1) It is designed to ensure that the enrolled participants match the appropriate target audience.
- (2) It will be used to provide for the optimal mix of people from similar or different organizational settings.
- (3) It is intended to identify and avoid potential authority relationships within the participant group that could constrain its effectiveness.

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)**

**If you have any questions, feel free to call Marisa Guerin at 215-990-6186.**

**1 Sessions/Logistics:** Please indicate your lodging preferences.

Session

**THE DYNAMICS OF LEADERSHIP IN FAITH BASED ORGANIZATIONS -  
May 1-2, 2018**

**THE DYNAMICS OF LEADERSHIP IN FAITH BASED ORGANIZATIONS -  
Nov 14-15, 2018**

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.

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

I prefer to stay on site at Cranaleith if space is available.

Arrival date/time: \_\_\_\_\_ Departure date/time: \_\_\_\_\_  
(\$50 per night lodging fee for the seminar will be added to the invoice.)

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.

If you are a religious leader: please describe your affiliation and your religious leadership role. (Please be specific enough so that we can notice if other applicants are within your line of authority.)

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



**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.

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 Cranleith administrative team.

***Thank you!***