



LIOS
GRADUATE
COLLEGE OF
SAYBROOK
UNIVERSITY

ITEMS OF INTEREST

LIOS NEWSLETTER • ISSUE 100
OCTOBER-NOVEMBER 2009

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ITEMS OF INTEREST is published once a month. Send all submissions to liosinfo@lios.org. Monthly deadlines are published on last page of each issue.

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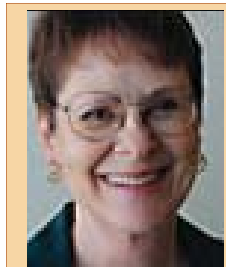
SAYBROOK UNIVERSITY NAMES INTERIM PRESIDENT

In carrying forward the vision for Saybrook University, the Board of Trustees has been proactively engaged in a cohesive leadership plan that ensures the momentum they have worked so hard to build. The plan encompasses a conscious decision to hire an Interim President working in tandem with senior administrative leaders to maintain current momentum toward increased enrollment so that the University may dedicate a broad, inclusive and thorough search for the permanent full-time President.

The Board has unanimously appointed Robert Schmitt, Ph.D., as Interim President for Saybrook University. Bob is an individual of exceptional caliber who has an outstanding record of accomplishment in higher education, most recently serving in several leadership roles at the Institute of Transpersonal Psychology. During his time at ITP, he served as CEO, President, Co-President and Chief Academic Officer. For six years he also served on the board of APA's Division 32 (Humanistic Psychology). Bob has a Ph.D. from Fordham University in Religious Studies, an M.A. in Counseling and a S.T.M. in Theology from Santa Clara University, and a B.A. and Ph.L from Gonzaga University. He has also served as an interdenominational chaplain to Hospice Patients. He comes to Saybrook with both a commitment and a passion for carrying forward the vision for the university.

"I am honored and delighted to be able to serve and support Saybrook as interim president," Bob shared. "I am excited when I see Saybrook's well developed plan for growth and development. I believe it offers a much-needed way to serve our world in this time of change. My goal will be to support a seamless transition between Lorne Buchman's vision-setting and the arrival of a president who will help make that vision a reality. We will continue to keep on track with plans set for this year. I rely on the Saybrook community to come together to support the work that has already begun."

The Board will be working closely with Bob and the entire Saybrook community to ensure a seamless transition and continued growth and expansion of Saybrook University while actively seeking and reviewing applications for the permanent leadership position.



LIOS Graduate College was recently honored to welcome Judy Heinrich, Ph.D.—former colleague and alumna—back to our academic community, to serve as Dean of the LIOS Graduate College. Turn to page 2 to read Dr. Heinrich's thoughts on returning to LIOS in this important role.

LIOS promotes healthy, just and sustainable human systems by educating people to live and lead with integrity.

Dear LIOS Community,
Much to my surprise, I am beginning a one-year appointment as Dean of the LIOS Graduate College of Saybrook University. Since I left LIOS in 1999, I've had my own consulting practice, and I imagined I would continue doing that until retirement. However, when Shelley Drogin, LIOS President, talked to me about this opportunity I was intrigued. And eventually I accepted the position.

Here's the question I have frequently been asked by friends and colleagues: "Why did you say 'yes'?"

There are two parts to my answer: one is about LIOS, the other about me. LIOS has been an important thread throughout my professional life. I was a student in the program from 1975-77 and served on the faculty in various positions from 1978 through 1999. I also led LIOS Consulting Corporation for several years in the late 90s. From the first time I heard about LIOS, it captured my imagination and my idealism. In the early 70s, I read Ivan Illich's *Deschooling Society* and believed that the ideas he had about education were so important, yet rarely practiced. As I sat in my very first LIOS class in September 1975, I had chills as I realized that those ideas were indeed being practiced here.

My respect and appreciation for LIOS has remained and deepened over the years as I watched transformations in students (and faculty). Genius was built into the DNA of this program by founder Bob Crosby and his two colleagues Ron Short and John Scherer, the original graduate faculty. There have been many changes in LIOS throughout the years, changes in faculty, in presidents, in universities and in curriculum. But the results—educating competent practitioners and transforming lives—has remained constant. I'm drawn to be a part of that again.

The harder part of the answer is about me. My awareness of all my motives is still unfolding. Two have become clear to me. A large part of my practice the last ten years has been coaching executives. As I've partnered with these leaders, I've learned a lot about the challenges of leading a system with integrity. I am at a time in my life when I'm ready to add a new/old "hat" to my consulting practice and once again step up to the leadership challenge.

The other reason is the contribution I'd like to make here. Like any other human organization, LIOS is not perfect. Over the years I've heard the phrase, "LIOS needs to do a better job of walking its talk." I'm excited to be joining President Drogin and the faculty and staff in continuing to do a better job of practicing what we teach. Together we can create an organization that lives and breathes its values.

It's an exciting time to be joining this organization, when we have finally found our permanent home at Saybrook

University. Saybrook's roots, like ours, are based in the humanistic tradition. Saybrook President Lorne Buchman described that tradition as one "that carries a deep belief in the primacy of human possibility. It is a tradition that cultivates the highest potential of each individual. It is, fundamentally, a commitment to a life that celebrates diversity, encourages authentic expression, and nurtures responsibility for the future and for our world." That foundation, combined with Saybrook's emphasis on the scholar-practitioner and transformative practice, makes it feel like I'm back home.

Many thanks to all of you who have warmly welcomed me back.

Judy Heinrich, Ph.D.
Dean, LIOS Graduate College



ALUMNA JENNIFER HERRON NAMED INTERIM DIRECTOR OF LIOS ACADEMIC AND PROFESSIONAL ADMISSIONS

Shelley Drogin, President of LIOS College, announced that he was pleased to appoint LIOS alumna Jennifer Herron as Interim Admissions Director of the College. Ms. Herron will

serve in this fulltime position while a search for a permanent admissions officer continues. Ms. Herron received her Bachelor of Arts in English from the University of California, Irvine. She has worked in various fields, from retail to office management, has owned her own business and helped to create and manage a successful independent bookstore.

Ms. Herron takes on this important appointment with a characteristically positive and engaged attitude:

"Giving back to my community has always been important to me, and over the last 15 years, I have worked with various nonprofit agencies that support health and wellness in King County, Washington. In 2007, I graduated from LIOS with my degree in Applied Behavioral Science as a Systems Consultant. Since that time, I have maintained a psychotherapy practice in Redmond, WA, where I have also provided writing coaching for current LIOS students. I am most importantly a partner to my husband and a mother of three children, the oldest of which is now a college graduate and seeking his own place in the world. I am excited to bring my skills to the LIOS Admissions Office and can't wait to help shepherd in the next class of future LIOSians."

LIOS Graduate College presents

Taste Of LIOS

Information Sessions For Prospective Students

You've heard about LIOS's unique graduate and professional training programs from friends, co-workers and alumni. You've seen LIOS featured at university and college fairs and in career placement materials, in your internet research and elsewhere. Now, check us out for yourself. Explore whether LIOS is right for you. Join us for a Taste of LIOS Information Session to find out everything you ever wanted to know about the LIOS learning experience.

The LIOS curriculum is informed by the fundamental belief that all individuals have the capacity to become effective leaders, whatever their responsibilities, title or work environment. LIOS learning is achieved through experiential education, designed for all individuals who wish to become counselors, coaches or consultants or to learn advanced leadership skills. At Taste of LIOS, our faculty will introduce you to LIOS's core curriculum through a demonstration of experiential education in action.



Taste of LIOS



Please RSVP
at 425.968.3400



At Taste of LIOS, you will meet and talk with the LIOS Director of Admissions, the President/Dean of LIOS and LIOS faculty members—each of whom will shed light on the ways in which our educational model differs from the traditional classroom experience.

You will see for yourself why LIOS's core values are Excellence, Integrity and Transformation. The experiential segment of the program is both informative and fun. You will have the opportunity to view a part of the LIOS curriculum in action, then discuss, ponder, revisit, share and reflect on it. You will see how the LIOS learning experience fosters both personal growth and professional development. Taste of LIOS concludes with an opportunity to ask questions and get in-depth answers from a panel of faculty, staff, alumni and current students.

Next Taste of LIOS Date and Time: December 3, 6:30-8:30 pm

Location LIOS Offices: 4010 Lake Washington Blvd, Ste 300; Kirkland, WA 98033

SHERENE ZOLNO, LIOS FACULTY, TO PRESENT ONLINE WORKSHOP AT INTERNATIONAL APPRECIATIVE INQUIRY CONFERENCE

LIOS Leadership and Organization Development Faculty Sherene Zolno has been invited to present an online workshop at the 2009 World Appreciative Inquiry Conference, Nepal, November 16-19, 2009: "APPRECIATIVE LEADING: Seeing a way to a healthy world." Ms. Zolno's workshop will showcase, on an international level, LIOS' outstanding CORE and LOD specialization curriculum.

Visit www.2009worldaiconference.org for more information about the Appreciative Inquiry Conference:

THE SCHOOL FOR LOVE: CREATING COUPLES COMPETENCIES

Presenters: Tim Weber, Ph.D., and Diane Schachter, M.S.W., LIOS Graduate College Faculty

When: January 21-March 4, 2010, six weeks on Thursday evenings

Where: LIOS offices (see directions on page 19)

Look for more information in upcoming issues of ITEMS OF INTEREST.

LIOS SYMPOSIUM



A Special Presentation by Sherene Zolno, LIOS Graduate College Faculty, Chair, Leadership and Organization Development

APPRECIATIVE LEADING: SEEING A WAY TO A HEALTHY WORLD

6:30-8:30 pm, November 12, 2009

Lios Graduate College

4010 Lake Washington Blvd., Suite 300

Kirkland, WA 98033

RSVP: 425.969.3400

Ms. Zolno will also offer this symposium online at the 2009 World Appreciative Inquiry Conference. CREATING A POSITIVE REVOLUTION FOR SUSTAINABLE CHANGE will convene November 16-19 in Nepal. Visit www.2009worldaiconference.org for more information about the Appreciative Inquiry Conference.

INTRODUCTION

Global disarray marked our arrival into the 21st century. Still, if anxiety, terrorism, fundamentalist thinking, and even war seem to characterize the themes of our organizational/community conversations in this early part of the new century, positive dialogue between individuals and within groups do occur on a daily basis.

What compels people to come together in positive conversation and purposeful bonds?

When viewed through the lens of *Appreciative Inquiry*, the in-depth research conducted by The Leading Clinic (working with David Cooperrider, Frank Barrett and with AI and OD consultants and other professionals from across the US), points to the impact a leader's stance can have in setting the stage for system health to occur. In the resulting Model for a Healthy World, the requirements for leading appreciatively are identified, and the ripple effects of a leader's positive self-inquiry are demonstrated.

This "core" of positive identity—the individual and organizational competencies that make possible a felt sense of self-worth, hope and capability—forms the foundation for personal well-being and for generating the ability to accomplish extraordinary things at all levels of system. For organizations embracing a "triple bottom-line" strategy, new kinds of leaders are required—those with an integrated identity of self-worth, hope and capability, and the desire to foster this in others.

PRESENTATION

This symposium clarifies the required core identity of new century leaders, and provides information on how to develop potential leaders that can then lead organizations that impact communities and the world in positive ways. In this presentation, accompanied by interactive discussion/application, Sherene Zolno, one of the leaders of the original research team, discusses and illustrates how individual leaders contribute to a world of economic, political and social health. In addition, early reports from the field citing the positive impact of shaping leaders' identity to embrace leading appreciatively are presented. Business, government, non-profit, NGO and other organizational applications will be referenced, and participants will leave with an understanding of this comprehensive approach to leadership development, as well as with ideas for how to initiate this work within human systems.



Sherene Zolno, executive director of The Leading Clinic and Chair of the Leadership and Organization Development Department, LIOS Graduate College of Saybrook University, is a non-profit leader, researcher, educator and consultant. She has served on ASTD's OD Professional Practice Area board, and has spoken at numerous ASTD conferences as well as for the ODN, International Leadership Association, and the International OD Association. Her writing has been published in ASTD's Research Monograph, in the OD Network's OD Practitioner, in the VisionAction Journal, and in Jossey-Bass/Pfeiffer's 2000, 2002, 2008 and 2009 Annuals for Training and Consulting, as well as in numerous other professional publications.

LIOS WORKSHOP



RESULTS-FOCUSED COMMUNICATION

A LIOS Graduate College Workshop
Instructor: Sherene Zolno

Wednesday, January 20, 2010

LIOS offices (see directions on page 19)

Ready to get started on your new year's resolution to improve communication where you work and play?

Consider recommending the unique workshop *Results-focused Communication* to family, friends or work colleagues/employees—or come yourself for a brush-up.

Now is the time, because now, more than ever, excellent communication skills are needed to ensure that you and your colleagues keep your place—and even move ahead!—in the multi-challenging work arena. And friends and family could always use a little LIOS-speak primer!

Ready to sign up? Call LIOS Graduate College at 425-939-8100 or go on-line to www.lios.org.

Learn To Communicate Effectively Through Results-focused Communication

Results-Focused Communication is a powerful one-day workshop that focuses on building communication skills that help participants achieve desired results at work and at home. The LIOS approach emphasizes communicating with integrity, self-awareness and an understanding of how and why individuals act, react and interact as they do. This workshop benefits those who want to become more balanced and effective as communicators so that they can better advance key personal and organizational initiatives.

Who should register?

Executives, managers, nonprofit leaders, employees and volunteers, independent consultants—all testify that Results-focused Communications provides an immediately useful repertory of communication skills—backed by clarity, intention, and confidence—that

significantly improve your performance in the workplace and elsewhere.

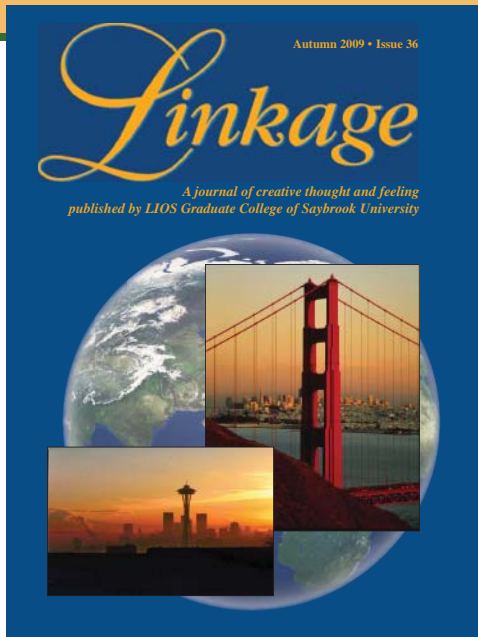
What skills will you master?

You will develop skills and learn theories that will significantly improve your workplace performance, productivity and ability to work with others. This includes learning about the awareness model, interpersonal gap, how to align intention and impact, and how to communicate during intensity. This workshop uses experiential, one-on-one or small group practice sessions to ensure that participants complete the

workshop ready to implement new, proven approaches for getting positive results in their everyday communication, at work and at home.

- Learn to communicate with clarity, intention and confidence using specific, advanced communication skills.
- Build self-awareness and understanding of what kind of impact your communication style has on others.
- Manage your reactivity to others in moments of intensity and seek, through inquiry and curiosity, to restore the flow of communication.
- Learn which types of responses tend to escalate or de-escalate the level of intensity in which you are trying to communicate.
- Identify your typical communication responses to intense situations and practice alternate responses to achieve more useful results.

Sherene Zolno is a specialist in adult, experiential education with extensive leadership and professional experience in organizations. She is a member of the LIOS core faculty and is a master teacher and coach who creates a vibrant, energized learning environment. Possessing a wide diversity of real-world experience in the corporate, educational, health-care and other workplace environments, and in community development and non-profit organizations, she brings to her facilitation of this program a keen understanding of the challenges participants face. She has been highly praised by participants for being well-versed in cutting-edge theories and models and for helping them learn new skills and approaches to seemingly intractable problems. Sherene has authored several books and numerous articles advancing scholarship in her field, and regularly speaks at conferences and professional meetings.



Look for the new issue in November!

- “Reflections on Leadership”
by Shelley Drogin, Ed.D., President of LIOS
- Excerpt, Chapter 18, The Wiley-Blackwell Handbook of Family Psychology:
“Intensive Family-of-Origin Consultation:
An Intergenerational Approach”
by Tim Weber, Ph.D., and Cheryl Cebula, M.S.W.,
LIOS Systems Counseling faculty
- Excerpt, “Out of Ashes: A Return to the Creative Feminine,” dissertation by K. Alexandra Onno, Ph.D.
- “Legacy Leadership: The Call to Stewardship and Service” by Gloria Burgess, Ph.D.
- “Learning from Sheep” by Catherine Johnson, M.A.
- “An Invitation to Mindfulness” by Carol Jakus, M.S.W.
- “The Trauma Chameleon” by Susan Ruby, M.A.
- “Profile: Julia Harris, LIOS Alumna”
by Kathleen Murphy, Ph.D.
- “Images of Leadership Project”: Photographs submitted by the LIOS community in response to an editorial invitation to reflect on images of leadership—visionary, collaborative, focused, emotionally intelligent, self-aware, courageous, inspiring, etc., and more, from LIOS faculty, students, alums, staff, et al.



LIOS Graduate College

CALENDAR OF EVENTS AND WORKSHOPS

LIOS Graduate College
of Saybrook University
4010 Lake Washington Blvd., Suite 300
Kirkland, WA 98033; 425.968.3400

See page 15 for directions to LIOS offices.

WORKSHOP

Results-Focused Communication
Wednesday, January 20, 2010
LIOS Offices

SYMPOSIUM

Appreciative Leading:
Seeing a Way to a Healthy World
Presenter: Sherene Zolno
November 12, 2009
See details on page 7.

TASTE OF LIOS

December 3, 2009: 6:30–8:30pm
January 14, 2010, 6:30–8:30 pm
LIOS Offices

**Be sure to update your
current address
(liosinfo@lios.org; 425.968.3400)
so that you will receive the
exciting new issue of LINKAGE**

WORKSHOPS: LIOS PARTNERS & AFFILIATES

EMOTIONAL INTELLIGENCE CERTIFICATION & SPECIALTY EQ CLASSES - FINAL OFFERINGS IN 2009

If you or a colleague are looking to expand your work with Emotional Intelligence, including gaining knowledge and integrating an instrument into your work, please take a minute to read the information below and check out our website at <http://learninginaction.com>. Look at the EQ In Action Profile and talk to coaches and consultants who are using this across North America and now in Asia and Central America.

Emotional Intelligence Offerings (see website for details)

Two Certification Options to use the EQ In Action Profile

Two-Day On-Site Certification Training: Focused training to understand and use our relationship-based EQ In Action Profile in your practice.

Distance Certification: This program is designed for practitioners who want the convenience, flexibility and cost savings in completing this certification from the comfort of your own office. 2009 remaining classes begin on November 5th

Cost: \$1350 (17.5 ICF CEU credits available)

Unique features of the EQ In Action Profile include:

- The focus is on you in relationship
- A unique methodology where you watch eight short video segments and then report your experience as you watched the videos. It is not a self-reporting tool.
- There is no Emotional Intelligence grade.

The focus is on emotional intelligence development, both individual and team development. The report comes with an EQ Fitness Handbook: 150 Practices for Daily Living. Learning In Action Technologies' primary work is to train and support our clients (coaches and consultants) in being their best. We offer support after you complete certification with consultation and training, either free or for a modest fee.

Sponsored by: Learning In Action Technologies, Bellevue, WA For information and registration call 425-641-7246 or go to <http://www.learninginaction.com>



ALUMNI NEWS: WHAT'S NEW WITH YOU?

*Write to us! We want to spotlight what's happening in your professional life!
Your LIOS comrades want to hear from and about you.*

VANCOUVER LIOSIANS UNITE!

Are you one of the many LIOS alumni or students in the Vancouver, B.C. area? Or perhaps you're a LIOSian who's planning a trip to Vancouver in mid-November? If so, you are invited to attend a LIOS Alumni Social on Sunday, November 15, from 10:00 a.m. to 1:30 p.m.

The purpose of this event is simply to connect or reconnect with your fellow alumni and share some of that wonderful LIOS love. If you are interested in joining us and haven't yet received an invitation, please contact Lynn Thorsell at lthorsell@alumni.sfu.ca. The social is a potluck lunch / brunch, so please bring something to contribute to the meal.

ALUMNA DENISE HOLMES M.A. (graduated 2005, Coaching and Consulting in Organizations) writes: I have spent 15+ years working within organizations, and am excited to have started my own business, Edge-Leadership Consulting, as of June 1 (www.edge-leadership.com).

I always resisted the thought of being self-employed, but took advantage of a recent layoff to get it started. I am loving it and believe that my LIOS education is foundational to my willingness to step off the edge from the known into the unknown, and to the confidence, commitment and authenticity I bring to my clients. I'm thankful to my LIOS peers who have shared their advice and learning about being external consultants, and I look forward to future opportunities of collaboration!



IMPORTANT INFORMATION ABOUT LIOS' NEW ONLINE ALUMNI / STUDENT DIRECTORY

LIOS Graduate College has responded to your request for an Online Alumni/Student Directory. We have also created an Online Alumni Referral Directory. We receive requests on a regular basis from alumni for contact information for their former classmates. We do not release this information without your permission. If you would like to be in contact with your fellow alumni, we suggest being a part of the following directory.

The Alumni/Student Directory is password-protected and not available to the general public. To register, please go to <http://www.lios.org>, and click on the "Alumni" tab. In the Alumni/Student Directory, click on the home page, then scroll to "Alumni/Student Directory." Click on "Get listed in the Alumni/ Student Directory" and follow the instructions. Be sure to check the "yes" box to publish your information online, and then hit "Submit." You will receive your password to the directory within 24-48 hours via email. In order to receive a username and password, you must agree to have your contact information published. You can also use this form to update your contact information with LIOS. Your information will not be published online should you not check the "yes" box.

We also get requests from the general public as well as from our alums for names of LIOS grads who have practices in certain fields. If you are interested in building your practice or clientele, you may be interested in being a part of the Alumni Referral Directory.

The Alumni Referral Directory has an annual fee of \$50. You can pay the \$50 annual fee online with your VISA or MasterCard, or you can send a check made out to LIOS Directories. Mail to Connie Shulman, LIOS, Suite 300, 4010 Lake Washington Blvd., Kirkland, WA 98033.

LIOS ALUMNI BUSINESS CARDS

An Opportunity for LIOS Alums to Spotlight Their Practices and Professional Activities in ITEMS OF INTEREST

Sign up for the **ALUMNI REFERRAL DIRECTORY** for \$50, and we will print a brief professional paragraph and business card in one issue of **ITEMS OF INTEREST**, LIOS' monthly newsletter. Join for \$100 and we will feature a small advertisement (approximately 3 X 6 inches) in 12 issues of **ITEMS OF INTEREST**. LIOS' newsletter is emailed to alumni, faculty, students and the many colleagues and organizations that comprise LIOS Graduate College's diverse constituency. Each issue of **ITEMS OF INTEREST** also appears on the Institute's website and is subsequently archived there.

The invitation is to make a difference. The challenge is to help the people you manage or clients you serve make the difference themselves. Visit www.RBSconsulting.org to stimulate your thinking and kick-start your action. Your thoughts, ideas and interest are welcome.

RBSconsulting.org

Learn as you lead...lead as you learn

206-933-3131
Rob@RBSconsulting.org

4050 Hillcrest Ave. SW
Seattle, WA 98116



DownsizeNW.com
find a home that fits

Greg Bartell | RE/MAX Mutual Realty | 206-713-2921



YourGoogleGuy

Web Marketing for Therapists & Coaches

Search Engine Optimization

Pay-Per-Click Advertising

Website Consulting

Peter Hannah, MA ABS
SC - Winter 2002

YourGoogleGuy.com
206.799.6566



*Have a terrific
October birthday*

BEST WISHES FROM
THE LIOS BOARD, FACULTY AND STAFF

Autumn Allen
Bethany Allen
Jim Bachand
Shirley Barker
Barbara Bond
Linn Bradshaw
Lizabeth Brenneman
Joe Broome
Jeffrey Brown
Jessica Broughton
Diane Burgert
Phil Carey
Don Cho
Jamie Cirdain
Wendy Clark
Michael Clawson
Rob Corcoran
Dan Coughlin
Rebecca Crichton
David Crosby
Dee Dee Curran
Joanne Davis
Bruce deJong
Tracy Denny
lore dickey
Jan Donald
Sherry Donaldson
Suzanne Drapeaux
Joseph Emanuel
Lilli Estevez

Paula Fitzgerald Boos
Douglas Graham
Jason Geibel
Lauren Glickman
Karla Gronsdahl
Kelly Glover
Mark Godfrey
Brenda Hastings
Marion Hogan
Laurel Holmes
Connie Holle
Jenn Hudson
Diane Jhueck
Pamela Johnson
Evelyn Keenleyside
Jennifer Keeler
Marge Kelley
Kathy Kelly
Bob Kerlin
Kristen Ketterer
Jewel Kotler
Daniel Lieberman
Amy Lorenzen
Johnnie McKinley
Joyce Miceli
Marlyn Minkin
Philip Morgan
Maureen Moriarty
Jennifer Mutch
Sharon Nason
Chris Owen
Kevin Patton
Mila Peters
Jim Pentleton
Christine Phelan
Betsy Phinney
Jodi Pierce
Paulette Pollard
Elizabeth Reed
Carmen Rizzardi

Aimee Robinson
Ward Roddam
Jennifer Roman
Patti Rottinghaus
Omid Roustaei
Stacey Sargent
Ellie Saunders
Gina Senarighi
Jamie Severson
Helen Sheridan
Tim Shields
Joyce Sjoberg
Larry Strege
Zan Stafford
Rebecca Standish
Lucy Stevens
Sandi Strong
Terry Stuller
Bill Swedish
Marc Taylor
Pat Templin
Aleta Terlecki
Douglas Treuting
Mary Van Zante
Zoe Waggoner
Edith Walden
Sarah Walston
Anne Welsh-Baskett
Crystal Wendekier
Derrick Williams
Susan Wilson
Angela Wiskirken
Tom Woodward
Rose Wong
Judith Young
Teresa Young
Jam Zsiga

November Birthdays

Carolyn Acker
Maria Batayola
Jim Baxter
Tanya Behardien
Kathleen Benson
Brandy Boak
Bill Braswell Jr.
Nat Brown
Patricia Brown-Campbell
Patricia Burgin
Vicki Calvert
Mike Childers
Mike Cicholski
Sandi Cutler
Nancy Dannemiller
Rosalie Davis
Linda d'Hont
Steve Dill
Catherine Dolan-Haas
Annie Dorgan
Jane Doughty
Leslie Drickey
Elizabeth Dunstan
Tommy Eggert
Diane Ek
Woody Ensminger
Peter Ettel
Gillian Feenstra
Jeff Fickes
Ursula Geiger
Jan Gelman
Ron Grundhoefer
Anne Healey
Michael Heinrich

Suzy Herivel Maloney
Adrienne Herom
Jennifer Herron
Georgia Hill
Susan Hoberecht
Chris Hollinger
Bill Holt
Cindie Jobe-Schaul
Hazel Johnson
Lepha Johnson

Have a great day

BEST WISHES FROM
THE LIOS BOARD, FACULTY AND STAFF

Holly Jones
Terry Keenhan
Tracy Kick
Tanya Kramer
Susan Kravit
Judy Laub
Jen LeMay
Georgia Leon
Joseph Lesser
Diana Letson
Karen Lucas
Sandi MacIntosh
Jean Malen
Diane Martin
Todd McLendon
Cotton Mears
Jason Medina
Carol Miller

David Musi
Jody Myers
Marcia Napoli
Ted Neiland
David Norget
Eve Novak
Catriona O'Curry
Dale Owens
Jennifer Paddock
Nancy Perkins
Trish Riley
Deborah Schley
Jill Sheldon
Carolyn Skolnick
Kelli Smittle
Elizabeth Stanton
Aaron Strong
Janice Summers
Sar Surmick
Jerry Swanson
Betty Thompson
Rochelle Todosichuk
Ben Trelease
Judi Trotter
Jack Turner
Louise Vlastic
Anh Vo
Elisa Washington
Chuck Webster
Rachel Whalley
Lena Williamson
Llory Wilson
Lora Winter
Nancy Yoshida

Invest in the Future of LIOS

Celebrations Memories

*Donors and their honorees will receive an acknowledgement card.
To make a Celebrations & Memories donation, contact Connie Shulman at 425.968.3403*

LIOS ANNIVERSARIES

September

Tim Weber - 21 years
Diane Schachter - 14 years
Sherene Zolno - 6 years
Alex Onno - 4 years
Jeff McAuliffe - 3 years
Heidi Dahl - 3 years

BIRTHDAYS

September

Jaennae Dinius
Zane Littrell - 13 years
Antonio Oliveri - 7 years
Alex Onno
Diane Schachter

October

Leo Bloch - 96 years
Zane Littrell - 13 years
Hannah Richards - 21 years
Connie Shulman
Tim Weber

WEDDING ANNIVERSARIES

Monique Bloch & Rob Spier - 11 years

IN MEMORIAM

Selma Bloch

THE STARFISH STORY

Original Story by: Loren Easley

One day a man was walking along the beach when he noticed a boy picking something up and gently throwing it into the ocean. Approaching the boy, he asked, "What are you doing?" The youth replied, "Throwing starfish back into the ocean. The surf is up and the tide is going out. If I don't throw them back, they'll die." "Son," the man said, "don't you realize there are miles and miles of beach and hundreds of starfish? You can't make a difference!" After listening politely, the boy bent down, picked up another starfish, and threw it back into the surf. Then, smiling at the man, he said... "I made a difference for that one."

*Celebrations
&
Memories*



YOU ARE INVESTING IN THE FUTURE OF LIOS

Thank you for stepping up and investing in the future of LIOS. So far you have invested **\$102,241**.

Because of your generosity, we have already set new fundraising records for LIOS. If you haven't donated or you wish to donate more, help us reach our second \$100,000 by sending us your donation now, or call me and give me your credit card information: 425-968-3403. (Collect those travel miles while making your investment.)

Thank you from everyone connected with LIOS—the Board of Directors, Faculty, Staff, current students and future students—for your support and generosity. You are very much appreciated.

Online Giving Now Available

You can now make your donation to LIOS online by going to our website www.lios.org. Click on Donate Now and you can safely make your donation using your credit card. If you have any questions, please contact Connie Shulman at 425-968-3403 or cshulman@lios.org.

INVEST IN THE FUTURE OF LIOS

Philanthropy is a tradition of giving and sharing that is primary to life.

Name _____
Address _____

Every Dollar Is Important

Amount of gift: ___\$50 ___\$100 ___\$250 ___\$500 ___\$1,000 ___\$2,000 _____ Other

Payment form: ___Check enclosed ___Credit card payment (Visa or MasterCard)

Account Number _____ Expiration Date _____

Authorized signature _____

Please check all that apply ___ Alumna/us ___ Student ___ Faculty ___ Staff ___ Board ___ Friend

Pledge amount \$ _____

This gift will be matched by _____

My gift is in honor of _____ In memory of _____

For gifts of stocks, property, etc., please contact Connie Shulman at 425-968-3403.

LIOS Mission Statement: LIOS promotes healthy, just and sustainable human systems by educating people to live and lead with integrity.

LIOS Core Values: Transformation comes from self-knowledge and a strong grasp of system theory. Integrity means to lead competently, ethically and compassionately. Excellence is the standard toward which our studies of leadership and systems strive.

Please make checks payable to Leadership Institute of Seattle (LIOS). All gifts are tax deductible to the extent provided by law.

LIOS is a 501(c)(3) nonprofit organization.

WORKSHOPS, SPECIAL EVENTS AND CONFERENCES

CONFERENCE:

ILA Global Leadership Conference in Prague, Leadership for Transformation

Over 100 State of the Art Leadership Presentations and Workshops, Inspiring Keynote Speakers, One-of-a-Kind Pre-Conference Experiences and Special Events, and a Special Video Welcome from former Czech Republic President Vaclav Havel

WHEN:

November 11-14, 2009

KEYNOTE SPEAKERS:

Keith Grunt, renowned leadership scholar, Professor of Public Leadership at Warwick University, and founding co-editor of the journal, *Leadership*, presenting Addicted to Command & Allergic to Transformation.

Monika Macdonagh Pajero, President of top European NGO, YES for Europe, and spokesperson during the Velvet Revolution, presenting The Leadership of the Powerless: Lessons from a Revolution for Democratic Societies.

Leadership Panel, featuring Mansour Javidan, Dean of Research and Garvin Distinguished Professor, Thunderbird School of Global Management, USA; Prasad Kaipa, Executive Director, Center for Leadership, Innovation and Change, Indian School of Business, India; and Eliane Ubalijoro, Adjunct Professor, Practice for Public-Private Sector Partnerships, McGill University's Centre for Developing-Area Studies, Canada/Rwanda. Thomas F. Beech, President and CEO, Fetzer Institute, will moderate this session, Exploring Leadership for Transformation.

CONTACT: write Josh Tarr with all questions about the 2009 ILA Conference in Prague - jtarr@ila-net.org or +1.301.405.5218.

CALL FOR BOOK SUBMISSION:

Leadership for Transformation
A Volume in the ILA Building Leadership Bridges (BLB)
Series (to be published November, 2010)
JoAnn Barbour and Gill Hickman, Editors

DEADLINE:

December 1, 2009 FIRM). Please note that this is an extension of the original deadline.

THEME:

Leadership for Transformation for our annual volume in the *Building Leadership Bridges* series. The book captures the best contemporary thinking about leadership today from a diverse range of scholars, practitioners, and educators working in the field of leadership studies. In keeping with the mission of the ILA, the book series connects ways of studying, imagining,

and experiencing leadership across cultures, over time, and around the world. The editors welcome previously unpublished submissions that explore Leadership for Transformation from diverse perspectives, disciplines, cultures, and sectors. Submissions are encouraged that strengthen ties between those who practice and those who study leadership, and that foster effective and ethical leadership. Submissions will be considered in three areas that help us understand leadership at the intersections of research, application, and art.

CONTACT: Send submissions or questions electronically to Debra DeRuyver at dderuyver@ila-net.org by Dec. 1, 2009.

WORKSHOP:

Finding Balance: Strategies for Managing Between the Rock and the Hard Place

Life is often a balancing act, in which we strive and sometimes struggle to balance multiple priorities. In this fun and interactive workshop, participants will:

- Identify key conflicting priorities within their lives
- Learn a simple and powerful process to balance seemingly conflicting priorities
- Create an action plan to manage at least one key priority in their lives

WHEN: Saturday, November 14; 9am to noon; Portland, OR

COST: \$99 per person

CONTACT: Additional details and registration information is available at <http://www.edge-leadership.com/publicworkshops.html> or contact Denise Holmes, 503-358-1939, denise@edge-leadership.com



WORKSHOP:***Robert Crosby Tough Stuff***

Tough Stuff Workshops are intensive Applied Behavioral Science trainings which combine cutting-edge knowledge about leadership and human behavior with powerful personal insights and skill-building. Participants will increase their emotional intelligence, including how to effectively give and receive feedback within a framework of individual, group and organizational theory. The primary goal of the program is to help individuals from all organizational levels and walks of life acquire the strong set of interpersonal skills, solid theoretical perspectives, and deep self-awareness necessary to lead and manage effectively.

PRESENTER: Robert P. Crosby developed Tough Stuff out of his experience with T-Groups, beginning in the 1950s.

WHEN: November 2-6, 2009

WHERE: Seattle WA

CONTACT: For more information, email c_p_crosby@yahoo.com or phone 206-369-9200.

COST: \$1250

WORKSHOP:***Robert Crosby Tough Stuff: Special Sessions for Continuing Learners***

Tough Stuff is the trademarked title for our marquee experiential training that embodies elements of T-Group, Skill and Family Group with a business/industry/organizational twist. It combines the depth of Skill Group with informal Family-of-Origin work, and intensive work in Emotional Intelligence, Self-Differentiation, Decision-Making, Conflict Management, and Systems Thinking, all within the framework of a continual focus on work application.

WHEN: November 2-6, 2009

WHERE: Seattle WA

CONTACT: For more information, email c_p_crosby@yahoo.com or phone 206-369-9200.

COST: \$1250

WORKSHOP:**NEXT STEP TO BEING THE CHANGE COMMUNITY**

Our Next Step to Being the Change workshop is a highly experiential, educational, and personal growth workshop that provides participants with the inspiration, hope, and compassion we all crave as humans. Originally designed for educators and students desiring to keep the spirit of Challenge Day alive in their schools, our Next Step to Being the Change workshop has become a powerful communication and connection tool for relationships of all kinds.

Introducing our simple three-step Formula for Change— Notice, Choose & Act: This workshop incorporates Challenge Day's group process and action-based model for socio-emotional learning education. Because we believe our role modeling is always our best teaching tool, our skilled facilitators powerfully share a wide range of life lessons and experiences that help create a backdrop for providing an in-depth analysis of the theory and practice behind Challenge Day.

Our compassionate approach to ending social oppression in schools, families, and communities provides diverse groups of teens and adults with a first-hand experience of group safety and personal connection. By building on the insights and connections created in the room, the Next Step to Being the Change Workshop sets a powerful stage for participants to examine a new philosophy for stopping violence and social isolation at all levels.

WHEN: November 6-8, 2009

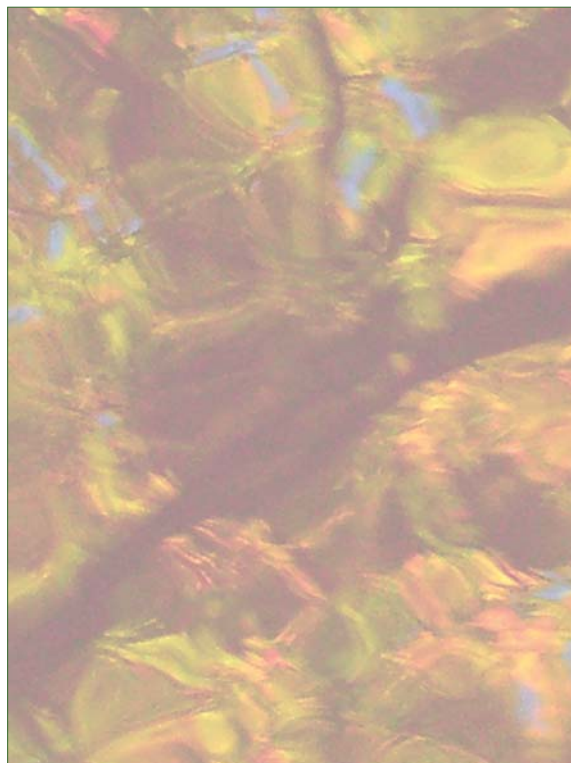
WHERE: Everett, WA

CONTACT:

For more information go to www.challengeday.org or contact Teena Ellison; 425-303-1185; teenacircleofchange@yahoo.com

COST: Adults \$350*; Teens \$100

*Some scholarships may be made available



Faculty Job Announcement



Job Title: Leadership and Organization Development Faculty

Opening Date: October 16, 2009 **Closing Date:** November 17, 2009

The LIOS Graduate College of Saybrook University invites applications for a faculty position in the MA in Organizational Systems Program to begin in September 2010. This appointment emphasizes a teacher-practitioner model and is compatible with maintaining a consulting practice.

LIOS Graduate College (Leadership Institute of Seattle) offers two master's degrees in residential programs in the Seattle area, an MA in Organizational Systems – Leadership and Organization Development, and an MA in Psychology – Systems Counseling. LIOS is recognized for its adult, competency-based experiential education for mid-career professionals. The College has an enrollment of 135 students with a 15-1 student-teacher ratio. Faculty members have the opportunity to engage in a unique academic learning environment.

Qualifications

- PhD preferred, Master's degree required
- Minimum of ten years post graduate experience in organizational development and consulting
- Breadth of consulting experience, including large systems change
- Preference for some experience in managerial role
- Systemic orientation to practice
- Experience with graduate level teaching with experiential education and cohort learning
- Demonstrated commitment to professional development
- Able to teach collaboratively with a team
- Demonstrates a high degree of emotional intelligence

Application Procedure

Interested applicants should address their cover letter, curriculum vitae, and a list of five references to:

Judy Heinrich, PhD, Academic Dean
LIOS Graduate College of Saybrook University
4010 Lake Washington Blvd, Suite 300, Kirkland, WA 98033
Main Phone Number: (425) 968-3400 Fax Number (425) 968-3406

LIOS Graduate College of Saybrook University is an Equal Opportunity Employer

P 425.968.3400
F 425.968.3406
W www.lios.org

LIOS GRADUATE COLLEGE FACULTY POSITION

Job Title: Systems Counseling Faculty

Opening Date: October 16, 2009

Closing Date: November 17, 2009

The LIOS Graduate College of Saybrook University invites applications for a faculty position in the MA Psychology – Systems Counseling program to begin in March 2010. This appointment emphasizes a teacher-practitioner model and is compatible with maintaining a counseling practice.

LIOS Graduate College (Leadership Institute of Seattle) offers two master's degrees in residential programs in the Seattle area, an MA in Organizational Systems – Leadership and Organization Development, and an MA in Psychology – Systems Counseling. The first year of this two-year graduate program focuses on the development of the self as practitioner. Part of the responsibility of this position is to teach in both the Systems Counseling program as well as the first year core curriculum.

LIOS is recognized for its adult, competency-based experiential education for mid-career professionals. The College has an enrollment of 135 students with a 15-1 student-teacher ratio. Faculty members have the opportunity to engage in a unique academic learning environment.

Qualifications

- PhD preferred, Master's degree required
- Minimum of five years post graduate clinical experience
- Licensed in their professional domain
- Systemic orientation to practice (experience with marriage and family therapy)
- Supervisory, mentoring experience
- Experience with graduate level teaching with experiential education and cohort learning
- Demonstrated commitment to professional development
- Able to teach collaboratively with a team
- Demonstrates a high degree of emotional intelligence

Application Procedure

Interested applicants should address their cover letter, curriculum vitae, and a list of five references to:

Judy Heinrich, PhD, Academic Dean
LIOS Graduate College of Saybrook University
4010 Lake Washington Blvd, Suite 300
Kirkland, WA 98033

Main Phone Number: (425) 968-3400

Fax Number (425) 968-3406

LIOS Graduate College of Saybrook University is an Equal Opportunity Employer

THERAPIST

Wellspring Family Services' mental health therapists provide psycho-dynamically oriented therapy to adults, couples and children. Our clinical programs provide a rare opportunity to do long-term psychodynamic work in a clinically sophisticated environment. We provide clinical supervision in the depth tradition, peer consultation and a supportive work environment.

MINIMUM QUALIFICATIONS:

- Masters degree in social work, counseling, psychology or related field, including clinical internship
- Minimum of three years' supervised full-time experience, post-master's degree, working with adults, individuals and couples in long-term work
- Washington State mental health license
- Training and experience in working with a diverse client base
- Psychodynamically – psychoanalytically trained and experienced
- Ability to work with adults, and couples, families, or children
- Ability to work independently
- Flexibility and willingness to develop and expand skills
- Willingness and ability to work evening appointments contingent upon number of clients seen and client need

LOCATION: Bellevue Counseling Services, 11911 NE 1st St in Bellevue

SALARY RANGE: \$21.43 - \$25 per hour DOQ, no benefits

TO APPLY: Send us your current resume/CV and complete our clinical application material.

Human Resources, Wellspring Family Services, 1900 Rainier Ave S, Seattle, WA 98144; Email: careers@wellspringfs.org. For more information and application material, go to www.wellspringfs.org.

To see all ILA listings visit:
<http://www.ila-net.org/LeadershipJobs/index.asp>.

Visiting Associate Professor, Coordinator, Master of Arts in Community and Organizational Leadership Program, Emory & Henry College, Emory, VA
Closing Date: Until Filled
http://www.ila-net.org/LeadershipJobs/View_Job.asp?DBID=1243

Class of 1961 Professor of Leadership Education Leadership, Ethics, and Law,
United States Naval Academy, Annapolis, MD, USA
Closing Date: Until Filled
http://www.ila-net.org/LeadershipJobs/View_Job.asp?DBID=1242

PROJECT DIRECTOR

The **Project Director** will serve on the staff of a NIDA-funded study: "The Men's Domestic Abuse Check-Up (MDACU)." This is a second MDACU study evaluating a telephone-delivered motivational enhancement intervention with adult males who are abusing alcohol/drugs, engaging in intimate-partner violence, and are neither in counseling nor undergoing adjudication. The first MDACU study was conducted in 2006-2008. The current study will implement previously developed protocols, with revisions or enhancements to the recruitment, retention, assessment, and intervention protocols.

The Project Director will oversee all components of the study, including revisions and implementation of the marketing, data collection, and clinical functions.

To apply, please visit the University of Washington Employment Website (<http://www.washington.edu/admin/hr/jobs/apl/index.html>) and refer to job #58227.

THERAPIST, NEW PARENT SERVICES

New Parent Services provides specialized services for new parents. Specifically, our therapists provide psychotherapy to mothers, fathers and couples who experience mood disorders during pregnancy and the postpartum time. They also conduct workshops for new parents.

MINIMUM QUALIFICATIONS and EXPERIENCE:

- Masters degree in social work, counseling, psychology or related field, including clinical internship
- Minimum of three years' post-masters degree experience working with adults, couples or families
- Washington State mental health counselor license
- Training and experience working with a diverse client base
- Ability to work with children, adults, couples and families
- Ability to work independently
- Flexibility and willingness to develop and expand skills

PREFERRED QUALIFICATIONS:

- Spanish language fluency
- Experience working with pregnant women, and postpartum issues
- Course work in infant mental health
- Training and experience leading BBH, LM and/or Reflective Parenting groups
- Ability to work flexible hours including evenings, depending on workshop schedule

LOCATION: Eastridge Office Park, Bellevue
SALARY RANGE: \$17.92 - \$22.72 per hour, DOQ
TO APPLY: Please complete clinical application, available at www.wellspringfs.org.
Send to Human Resources, Wellspring Family Services, 1900 Rainier Ave South, Seattle, WA 98144; Email: careers@wellspringfs.org

THERAPIST, TODDLERS AND PRESCHOOLERS

Wellspring Family Services is implementing a cutting-edge attachment-based therapy program at our Early Learning Center (ELC). We are seeking a licensed therapist with strong psychodynamic / psychoanalytic child therapy skills to work with children ages 3 1/2-5, providing play therapy sessions in the milieu of the ELC classroom. This person must also have strong communication skills to work closely with the parents and the ELC staff, creating a reflective network around each child. Upon hire, specialized training will be provided in this exciting new approach to therapy with very young children.

MINIMUM QUALIFICATIONS:

- Master's degree in social work, counseling, psychology or related field, including clinical internship
- Three years' fulltime supervised post-Masters experience, including work with families with preschool-aged children
- State of Washington licensed mental health practitioner
- Training and experience in working with a diverse client base
- Experience and/or training in Infant Mental Health
- Ability to work independently
- Flexibility and willingness to develop and expand skills

LOCATION: Rotary Support Center for Families, 1900 Rainier Ave S, Seattle, WA 98144

HOURS: Full time, Monday – Friday

SALARY RANGE: \$40,514 - \$47,266 DOQ. Includes benefits: medical, dental, flexible health spending account, transportation reimbursement, paid holidays, sick and vacation time, retirement plan and more.

TO APPLY: Visit our website: www.wellspringfs.org.



LIOS GRADUATE COLLEGE OF SAYBROOK UNIVERSITY

*“Our best ambassadors are
our current students.”*

Located at Legacy Crown Pointe
4010 Lake Washington Blvd, Suite 300
Kirkland WA 98033
425.968.3400

From the West:

Take SR 520 east, exit at Lake Washington Boulevard NE. Legacy Crown Pointe is a 1/4 mile away on your right (the first right after NE 38th Place). LIOS is located in the 4010 building, on the third floor, in Suite 300.

From the East:

Take SR 520 west, exit at 108th Avenue NE. Turn right onto 108th Avenue. Take the first left on Northup Way. Turn right onto Lake Washington Boulevard. Legacy Crown Pointe is a 1/8 mile away on your right (the first right after NE 38th Place). LIOS is located in the 4010 building, on the third floor, in Suite 300.

From the South:

Take I-405 north, exit at SR 520 west. Exit at 108th Avenue NE. Turn right onto 108th Avenue. Take the first left on Northup Way. Turn right onto Lake Washington Boulevard. Legacy Crown Pointe is a 1/8 mile away on your right (the first right after NE 38th Place). LIOS is located in the 4010 building, on the third floor, in Suite 300.

From the North:

Take I-405 south, exit at SR 520 west. Exit at 108th Avenue NE. Turn right onto 108th Avenue. Take the first left on Northup Way. Turn right onto Lake Washington Boulevard. Legacy Crown Pointe is a 1/8 mile away on your right (the first right after NE 38th Place). LIOS is located in the 4010 building, on the third floor, in Suite 300.

DEADLINES FOR SUBMISSIONS

ITEMS OF INTEREST

LIOS Graduate College monthly newsletter

Deadlines / Publication Dates

11/20/09 / 12/0/09

12/18/09 / 1/5/10