

The Development Center

Developing and Using Your Power With Authority

A Small Learning and Development Group for Clergywomen

Many forces and factors influence how clergywomen use or do not use their power and authority effectively and responsibly. This small group will offer clergywomen the opportunity to become comfortable claiming and using the power with authority to increase their effectiveness in ministry.

Members will have the opportunity to explore the roots of their relationship to their own power and the power of others, and the relationship between their power and vulnerability. You will also have the chance to assess available resources, develop your capacity to use your power with authority, and between meetings try out new ways to effectively exercise your power and authority in your work setting. Members will also explore their personal and interpersonal, positional, projected, and spiritual power. We will draw on psychological, theological, systems thinking, group relations, sociological and historical perspectives to help you illuminate your relationship to your power and unlock and use it.

Our work together will challenge you to learn from your experience. However we will also include thinking that will shed light on “why things are the way they are” and offer ways to be more effective in your ministry. Readings will be chosen to support this.

The group will meet over a six month period to allow you the time to try out new things and reflect on them. It will also give you the time to delve into understanding your organization and its context as well as historical, cultural and theological influences.

After all, our relationship to our own power and the power of others began with our first breath. And the cultural and social formation of women’s relationship to their own power and the power of others and God has been going on since Adam and Eve!

The group will meet seven half days over six months. It will be from June through November with an August break or September through February depending on what is best for the members. It is limited to 8-10 clergywomen.

The learning group will be held in Westport or Greenwich, Connecticut depending on which location is more convenient for the majority of members. Cost: \$2200. Individual leadership coaching will be available for participants during the group and for the remainder of the calendar year at a highly reduced rate. To learn more about this learning and development group or to apply please call Frances Unsell at 203 655 9414.

Leader

Frances Unsell has worked with women to develop their leadership capabilities since 1980. She has a special interest and expertise in helping women tap into their aggression and become comfortable using their power with authority to benefit their organization and its mission. Frances works at the juncture of the person and their organization in context drawing on psychoanalytic, systemic and group relations thinking and practice.

Frances has consulted to and been employed by every level of the Church. She has consulted to congregations, denominational and ecumenical bodies, parachurch organizations, campus ministries, conference centers, pension boards, and seminaries and their leaders. Her work has encompassed all the mainline Protestant groups in North America, the Church of England, and the Roman Catholic and Jewish traditions.

Her clients can be characterized as cutting edge, resource rich, thoughtful, effective, thought leaders and public intellectuals, and highly visible in the public sphere.

Representative samples of her work with religious organizations include: the design and leadership of a two year project (Lilly funded and in conjunction with a denomination and seminary) to equip women to become Senior Leaders; leading residential Organizational Role Analysis conferences for middle Judicatory Leaders and Senior Pastors; editing the first inclusive language study for a denomination; designing and leading a nine month pastoral care in congregations training that lead to certification by the American Association of Pastoral Counselors as a Pastoral Care Specialist; advising on the merger of two cross racial, ten state religious organizations; and consulting on leadership strategy for a 300,000 member women's organization. Frances has also worked as a leadership coach or psychoanalyst with scores of religious leaders. She created an internship for second career female seminarians, has taught leadership at the university level, and directed a career program at Barnard College, Columbia University.

Frances has been quoted in the *New York Times* and interviewed by *Voice of America* as an expert on women and work.

Frances Unsell, a Presbyterian Minister, is an organizational consultant and psychoanalyst. She is a Founder and past Co- Chair of the Coaching Coalition and active in the International Society for the Psychoanalytic Study of Organizations. Frances is a graduate of Union Theological Seminary (Rockefeller Fellow, concentration: psychiatry and religion) and The Westchester Institute for Training in Psychoanalysis (existential psychoanalysis) and has completed advanced training with the Tavistock Institute, AK Rice and The Grubb Institute (organizational systems and behavior, group relations.) Frances is Founder and President of The Development Center.