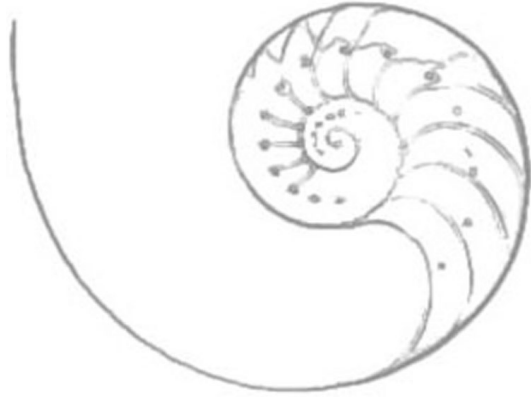


# Coming Into Your Own

## A Program for Women



“... to set out boldly in our work is to make a pilgrimage of our labors, to understand that the consummation of work lies not only in what we have done, but who we have become while accomplishing the task.”

– David Whyte, *Crossing the Unknown Sea: Work as a Pilgrimage of Identity*

“Now I become myself.  
It has taken time, many years and places.  
I have been dissolved and shaken,  
Worn other people’s faces...”

– May Sarton

February 21-25, 2007 | Essex, Massachusetts, USA

The Ashland Institute, in partnership with Dialogos, is offering a personal development program for women who are interested in engaging in a process of reflection, exploration and regeneration. The program is particularly, but not exclusively, designed for women who are experiencing transition, mid-career challenges, or who wish to consciously re-create the next phase of their lives.

The design, experimental and research phases of these programs were funded by the Fetzer Institute, and the remarkable results in the participants' lives have been tracked over five years. The collective practices used to uncover a deeper sense of purpose, and to initiate the next phase of life or work, have grown out of dialogic and four quarter models used in much of The Ashland Institute's work.

Our approach deliberately works with the whole individual – the physical, intellectual, emotional and spiritual dimensions of each woman - to encourage the deeper introspection that we think is critical for our time. We combine the attention of one-on-one relationship with the transforming power of the circle.

We will focus on each woman's individual journey, uncovering how she has navigated her life, and what her struggles and successes have been. We will work together to identify current and emerging challenges, and support each woman in her aspirations and development. In addition, we are interested in exploring the evolution of the unique contribution of women in the world. It is our hope that this work will contribute to addressing the fragmentation in the world, the barrenness in many of our workplaces, and the urge to live in a way that responds to the deep stresses of this era.

Barbara Coffman-Cecil, Glennifer Gillespie, Beth Jandernoa, and Serena Newby have been leading innovative and successful women's programs for the last five years and are expanding this work further in 2005. Examples of organizations that have sent participants include Hewlett-Packard, BP, IFC, United Way, Shell Oil, Intel, the University of Michigan and others. Many women have chosen to attend as individuals.

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## AN INVITATION

Come if these questions matter to you:

- What is mine to do? How do I know?
- What is my unique contribution in the world?
- What sense do I make of my life and work experience so far?
- How do I bring myself wholly into the challenges and dynamics present in the world of work without experiencing burnout, emptiness or invisibility?
- How can I serve the whole/others without neglecting myself?
- What is next for me?
- Do women have a unique contribution to make, and what might it be?

Together we will focus on:

- Beginning to articulate each person's calling as it unfolds over a lifetime
- Speaking clearly in our own voices
- Experiencing the importance of balance in our personal ecologies – heart, mind, body, spirit
- Dealing with some of the barriers that stop each of us from being fully ourselves
- Strengthening the undeveloped aspects of ourselves
- Transforming our futures
- Building a supportive community of peers
- Discovering the essential self behind work roles
- Deliberately marking the transition from one phase of life to the next

We will use the following themes and practices, depending on the group's needs and wishes:

- Daily dialogue practice, journaling and reflection
- Creating and sustaining the group container
- The four archetypes which constitute a healthy psyche, with:
  - in-depth personal application
  - use of the process of dynamic dialogue
- Symbols process, by:
  - displaying in symbol the challenges and opportunities we wish to work on/transform
  - discerning what is emerging and creating your future
- Life review and the power of witnessing and being witnessed
- Women's stories and legacies

## LOGISTICS

### Time & Place

Wednesday, Feb 21st at 5pm - Sunday, Feb 25th at 10am

The Essex Conference & Retreat Center  
Essex, Massachusetts - [www.eccr.com](http://www.eccr.com)

### Tuition & Materials

Corporate: \$2,450/person before Dec 21; \$2,550 thereafter  
Groups/Teams from a single organization: Please call for rates  
Non Profit/Government/Individual: \$1,450 before Dec 21;  
\$1,550 thereafter

### Scholarships

Some scholarship money to help cover tuition is available on application. Much of this funding has been made available by women who have attended the program in previous years because they wished to make the program available for those of limited means.

### Accommodation & Meals

\$750 includes all accommodation, meals, and snacks for the entire session.

### Selection

We maintain a 4/1 faculty/participant ratio, to give each participant extensive individual attention. We accept applicants on a first come, first served basis.

### Payment & Cancellation Policy

Non-refundable deposit of \$950 on application.

Balance due January 11, 2007.

Payment can be made by check to The Ashland Institute.

If you would like to use a credit card, you can pay Dialogos directly by speaking with Marianne Picard at 617.576.7986.

The credit card company fee will be added to the payment. Because of small numbers, cancellations after January 21st will not be refundable in full.

### Coaching

Each participant will receive an hour-long follow-up coaching call a month after the program with one of the course leaders.

### Application

If you are interested in attending, please complete the attached application form.

For inquiries call Barbara Cecil at +1.541.488.3623.

## FACULTY COACHES



Barbara Cecil

In the context of organizational learning, Barbara teaches cross-functional Dialogue, hosts the World Cafe, coaches executives, and supports new forms of team governance. She has stewarded long-term transformational efforts in both health care and education.

In a tough era for social services in southern Oregon, her facilitation and coursework is at the heart of exemplary interagency collaboration. Barbara has published a summary of mentorship work with young women leaders. She is currently preparing for distribution a "box" of materials and artifacts which guide individuals and groups through transition points in both their personal and collective lives. She has pioneered the potential of collective intelligence and creativity through Dialogos, The Ashland Institute, the Fieldwork Institute, the Fetzer Institute, and a women's circle of 10 years.

Barbara and her husband offer a retreat setting for men and women who are at the crossroads of change, ripe for inner reflection and renewal. She is also an oil painter.



Peri Chickering

Peri currently works as a Senior Consultant for Dialogos. Historically, she spent years as a professional mountaineer, wilderness guide, and experiential educator. With the outdoors as the classroom, she traveled to many parts the world creating and leading wilderness based leadership experiences for individuals and groups. Much of this worked centered around creating multicultural leadership development programs for both youth and adults, including bringing the first group of Soviet youth into South Africa and the first tri-lateral exchange between Soviet, Hungarian, and Americans in the United States. As an outgrowth of these pursuits, she went on to raise the funds, train and develop local staff, and start new leadership schools in several countries including Brazil, Bulgaria, and South Africa.

She holds a Masters Degree in Human Development and a Ph.D. in Human and Organizational Systems from the Fielding Institute. A central theme in all of her work has been facilitating experiences that teach individuals how to lead and live from a place of balance, congruence, and sustainability.



Dorian Baroni

Dorian is going through a period of intentional mid-life transition which has led her to make changes in her corporate work life, as well as in other life dimensions such as the 'geography of home'. She will be retiring from BP at the end of 2006, where she has led the Global Talent Management and Organizational Capability practice.

Dorian grew up in various European countries and over the past 15 years has held a range of senior roles with BP in North and South America and in Europe. Immediately prior to her current role, she served as senior manager for inclusion interventions and learning initiatives worldwide, and managed a strategy study of BP's socio-economic impact that underpinned the creation of BP's Corporate Social Responsibility department. She is passionate about amplifying the role of women in organizational and societal change and is proud of her internal change agent work supporting a multiyear organization development intervention in BP led by senior women executives.

In 2007, Dorian plans on splitting her time between Los Angeles and the Boston area in the US, and Rome in Europe.



Kely Bird

Kely Bird has been working in the field of Organizational Learning since 1995, with a focus on collaboration, innovation, leadership, and collective intelligence. Her graphic facilitation intends to support a group by translating their content and dynamics into tangible formats that can aid with decision-making and reflection. Between 1998-2002 she established Dialogos' knowledgebase component, which involved building a format for tracking literal words, patterns of human interaction, and tonal shifts of group conversation. A painter by training and vocation, Kely received a BFA in painting and BA in Art History from Cornell University. She has traveled extensively in Italy, having lived for a year each in Rome and Palermo. Her current residence is Malden, MA, with a nearby studio in Somerville, where she steadily volunteers to bring art into public domains.

Kely serves as an example of one who has digested this course, passed through an apprenticeship, and now comes into her own in new light, assisting others in locating and pursuing their unique calling.

# Coming Into Your Own

## A Program for Women

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February 21-25, 2007 | Essex, Massachusetts, USA

Name \_\_\_\_\_

Organization \_\_\_\_\_

Title/Position \_\_\_\_\_

Address \_\_\_\_\_

Phone Numbers \_\_\_\_\_

Work \_\_\_\_\_

Home \_\_\_\_\_

Fax \_\_\_\_\_

E-mail \_\_\_\_\_

I am interested in attending this program because: (add page if necessary)

I enclose my non-refundable deposit of \$ \_\_\_\_\_ and will speak with Barbara Cecil to set up an enrollment interview.

Signed \_\_\_\_\_ Date \_\_\_\_\_

### APPLICATION

If you are interested in attending the program, please complete this application form and mail, fax, or email it to the following address:

#### Coming Into Your Own Women's Program

Dialogos, Attn: Kely Bird  
929 Massachusetts Ave.  
Cambridge, MA, 02139 USA  
Phone: +1.857.928.8088  
Fax: +1.240.332.8861  
Email: [contact@kelvybird.com](mailto:contact@kelvybird.com)

For inquiries and to arrange a telephone interview with one of the faculty coaches, call Barbara Cecil at +1.541.488.3623.

### TUITION & MATERIALS

- Corporate: \$2,450 per person before Dec 21
- Corporate: \$2,550 after Dec 21
- Groups/Teams: one organization-special rate
- Non Profit/Gov/Individual: \$1,450 before Dec 21
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- Request for scholarship to help cover tuition

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