

Fall 2023

Adaptive Leadership and Crisis-Psychoanalytic Perspectives and Practices

Instructor: Wally Fletcher, D Min, NCPsyA

Teaching Assistant: Michelle Engle, MS

Location: Live Webinar

Meeting Dates: Saturdays, 10:45 a.m.- 12:15 p.m. (EST):

- September 9, 16, 23, 30
- October 14, 21, 28
- November 4, 11, 18
- December 2, 9

CE's: 18

Cost: \$450

Course Description:

“Adaptive work is required when our deeply held beliefs are challenged, when the values that made us successful become less relevant, and when legitimate yet competing perspectives emerge. Getting people to do adaptive work is the mark of leadership...”
—Ronald Heifetz [*et.al*](#)

“I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.” —[*Maya Angelou*](#)

One of the critical tasks of leadership is helping people and organizations deal with the emotional demands of meeting significant adaptive challenges especially in times of crisis. This course will focus on the psychodynamics of crisis and adaptive stress as well as effective leadership and modern psychoanalytic strategies for dealing with them.

The course is for people who are or aspiring to be in varied leadership roles. It is also for clinicians who are or considering working with leaders and organizations as therapists, coaches and/or consultants.

It will draw upon relevant literature but largely on discussion of case examples presented by class participants. The multiple adaptive and crisis challenges including the racial justice crises facing leadership today are truly daunting. Depth psychology is needed to reach beyond treating symptoms to root causes that create and perpetuate them.

Objectives:

1. To deepen participants' understanding of the nature of adaptive stress and crisis, and the demands it makes of leadership and organizations.
2. To increase self-awareness of the impact (primary and secondary) of adaptive stress among leaders, therapists and consultants to responsibly address its self-care and countertransference impacts.
3. To increase participants' ability to apply sound collaborative leadership, 'process consulting' and psychoanalytic approaches to diagnosing, designing and implementing effective strategies for helping leaders and organizations meet adaptive challenges and crises.

4. To help participants' make best use of case-study and action reflection methodology to achieve the above.
5. To help participants' make best use of peer and professional consultation and supervision to achieve the above.

About the Instructor:

Wally Fletcher, D.Min., NCPsyA has extensive training and experience as a therapist, consultant, educator and non-profit executive. He is a Certified Psychoanalyst and Clinical Supervisor in the National Association for the Advancement of Psychoanalysis and a certified Clinical Fellow and member of the Board of Directors of the American Association of Pastoral Counselors. He teaches courses in Organizational & Strategic Leadership and in Pastoral Counseling at Neumann University and courses in the history and evolution of psychoanalysis at the Philadelphia School of Psychoanalysis. He serves on the Philadelphia Department of Behavioral Health's Faith and Spiritual Affairs Advisory Board. He is also on the mental health faculty of CREDO, an intensive wellness program for clergy administered by the Pension Boards of the Episcopal and Presbyterian Churches US. He is currently the President of the PSP Board of Directors.