

**PSP BOARD MEETING
JUNE 2023**

APPROVE MINUTES

Bill Lorman

BOARD MATTERS:

Society Vote on 2023 By-Law revisions

Holmes Report Updates & 6/7 ISPSO Presentation

Veloric Take-Aways

REGULAR BUSINESS [Highlights, Questions and Action Items]

Executive Director Report **Lisa Correale**

- Key updates
- Action items

Society Development Taskforce **Marie Hartke**

- Key updates
- Action items

PSC Report **Marie Hartke**

- Key updates
- Action items

ODLC Report **Wally**

Clinic Report **Ray Gourley**

- Key updates
- Action items

Institutional Advancement Committee **Deb Grigson**

- Key updates
- Action items

HR Committee **Deb Grigson**

- Key updates
- Action items

Succession Planning Committee **Deb and Wally**

Finance Report **Jack Brown**

- Key updates:
- Action items

BOD OPEN PROPOSALS

REPORT	MTG DATE	MOTION	FOLLOW-UP
Board Performance	3/10/23	Subcommittee for succession planning: Wally, Barbara, Jack, Deb, Lisa	First meeting held 5/23; second meeting scheduled 6/20
Board Performance	3/10/23	Strategic planning group to begin process & include the performance review document: Wally, Jack, Evelyn	To be discussed
Executive Dir. Report	3/10/23	Review Bylaws: Bill, Wally, Marie, Lisa	Sent to Society Membership

VELORIC MEETING TAKE-AWAYS

Dear All,

Thanks for a very collegial and constructive board meeting on Friday.

I found Michael Veloric's presentation and the discussion that followed both helpful and thought-provoking.

Before memories fade, will you please email me a few of your "take-aways" by Friday this week? I will then compile and return them for our review and further discussion next month.

Your feedback will also be helpful to me in shaping the follow-up conversation I expect to have with Michael soon.

LISA

- It was great to meet Michael and I appreciated his enthusiasm for board work and building community. CFR seems to have a lot to offer, and it would be helpful to know how many paid employees they have on staff that help them achieve as much as they do.
- It feels like we may be moving towards adding more board members, which I'm sure would be very helpful. I would like to suggest that the board engage in more discussion about the strategic plan and then move to identifying what kind of

board members and skillsets would be most helpful to add to our current board to help us meet our goals. I hope that makes sense.

EVELYN W.

I enjoyed his presentation greatly.

- I agree with Lisa that we should spend some time talking about and perhaps identifying the type of board member would best serve our mission and making sure we have people with diverse backgrounds.
- I appreciate Michael's "can do" spirit. I also appreciate his honesty and sharing CFR's struggles to get where they are today. I can't remember if I told you but our very own Chimere Holmes now works there. I think she could give us guidance with diversity. She is fully entrenched in communities of color.

BARBARA

I found Michael Veloric very informative on so many fronts. Some of the items that struck me were the following:

- types of boards and how well they function—boards made up of all internal members and hybrid types (some from inside organization and others from outside the "greenhouse")
 - grid defining the different areas of expertise needed to create well-functioning board
 - looking inside the organization to see if there may be individuals with expertise needed (I don't know if we have any students/faculty networking information or areas of abilities other than academic institute information)
 - reaching into the neighborhoods for needed projects to sponsor
 - connect with post docs in research
 - looking at where we advertise
 - all the above viewed with leitmotif of diversity
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- And sorry to give you another job Wally—CFR has a program for the clergy. I could see our orientation being really helpful to members of the clergy.

JACK B.

... a couple items that we already knew about surfaced

1. Add a fundraising person to the Board
2. Further diversify the Board membership
3. Continue to monitor ways to make better use of our building.
4. Be mindful of a need to return/adopt a hybrid approach to the clinic and the School when necessary. – This will be driven by CBH reimbursement regulations in large part.....

5. Not sure it was mentioned but CFR previously had a few ‘outpost’ locations – in particular at a Church in Bryn Mawr – Would we be interested in pursuing such a program – I would think there would be some takers if we were willing and able to properly staff those remote locations.... I do not believe that CFR paid for those spaces but rather provided the services at low cost/no cost? Perhaps for us at some inner-city locations??

JIM B.

I don't know that I have much to add to what you have captured from his remarks but I was very impressed with Michael.

- As a result of the experience, I've now completed with the ACAP clinical supervision course I have gained insight about what ACAP offers and how they present the material. There seem to be a great deal of similarities with PSP. Dr. Annette Vaccaro stated on one occasion that our institutes were sisters in that the founders of each were closely affiliated with Dr Spotnitz. I wonder what we might be able to learn from ACAP regarding the operations of our boards and how they offer their courses regarding use of remote technology using a comparison/contrast fashion.
- Additionally, I was also impressed by the explicit use and explanation of Modern Analytic techniques in the majority of presentations, if not all of them now that I think of it. It was a good refresher. It made me wonder to what extent Modern Analytic Techniques are being taught or emphasized at PSP. With my ongoing association with Bill Lorman as a TA, I see first hand how Modern Analytic techniques show up in his courses. I just don't get to see to what extent the other courses reflect this approach. It made me wonder if the orientation of PSP is slowly evolving away from the Spotnitz approach. I might be jumping to an unsupported conclusion.

DEB G.

Let me add a couple of things:

1. They [CFR] are losing their relationship with Jefferson or at least they are working to figure this out. They can't split the cost and the profits in the future. We are a school but we don't have a master's affiliation. Boston does?
2. I really like the grid for Board member capabilities and I liked the take away that we should “court” (my word not his) people where we have gaps and / or in an effort to build a bench for succession.
3. Private pay which generates bigger revenue does not generate bigger profits – but it does give CFR a bigger reputation

Just a note: Informally the CEO said we should explore our relationship. Obviously, that is not for conversation with Michael, but something we could think about.

PS – glad he liked our, mine and my colleague’s even if he did not know if was us..., idea to raise funds specifically to fund the low fee program. We are, of course, already working on this we need to keep it up. It is a very good strategy for an NFP.

MARIE H.

- I realized when I tried to formulate my email that I'm not totally clear where my response might go. My intent is that any ideas foster further discussion on the board. With our former president, sometimes changes were implemented without discussion and we have suffered because of that.
- Due to our By-laws and the nature of our school, our board by necessity has to be composed of some affiliated society members as well as some non society members.
- I'd like us to discuss the purpose and extent of adding new members.
- I am glad that Evelyn and David were able to support us while we got back on our feet and are glad that we are currently doing well. and are currently working towards getting grant money.

BILL L.

Here are my takeaways from the Veloric presentation:

- Provide training to our students/society on diversity
- evaluate space needs
- identify deficits on the board
- consider an annual in-person retreat.

WALLY

Here are a few of my 'take-away's' to 'prime the pump':

- Existential crisis like the series we have worked our way through over the last few years are *not* uncommon for organizations like PSP and the Council for Relationships. Michael's engaging and candid description of some of the trials from which CFR has recovered affirms what we too have learned: that recovery is strongest when it is in the service of organizational *resilience* [through organizational learning, re-centering on mission, addressing root-causes, creating safe-guards, and increasing *next crisis* readiness. I was reminded of

Ronald Heifetz's statement that leadership should be, "cooly *realistic* and unfailingly *optimistic*."

- It is time to reconsider 'Hybrid' meetings and education. While our COVID driven 'all on-line' meeting and training experiences have showed amazing promise, more and more organizations are recognizing the importance of some physically "in-person" relationship building as well. While we already have some experience with hybrid classrooms before COVID, too much has changed/advanced for us to return to old practices. How ever we choose to proceed, I think we should start by experimenting in our board gatherings before returning to classrooms. It is critical that in our hybrid spaces, neither in-person, or "technologically mediated" [Ted Essing] participant presence is as experienced as 'second rate'.
- The importance of opportunities for board members to build personal relationships that enhance/deepen board cohesion, satisfaction, team-work and commitment e.g. opportunities for informal and where possible physically embodied relationship-building e.g. board retreats, meals, team-building events. This will be especially important as we increase the size and diversity of our board.
- The future for deciding on best uses of buildings like ours and CFR's is still a big question. For now, I think our board's focus on our building as an administrative and symbolic 'center'; source of rental space, and use of equity to promote organizational growth and development still looks sound.
- Our deepening and sharpening institutional focus on issues of diversity and inclusion is more than ever 'mission-critical.'

ODLC STRATEGY AND FACULTY TEAM

MEETING AGENDA

June 2, 2023

“At CCL, we define leadership in terms of outcomes — what leadership brings about. As a collective human process, leadership can best be described as what is done to set direction, achieve alignment and get commitment.”

--The Center for Creative Leadership

ODLC Strategy and Faculty Development Team Purpose

This team will assist the ODLC Program Coordinator and PSP Psychoanalytic Studies Committee in setting strategic direction, curriculum development and providing faculty for the ODLC program.

INTRODUCTIONS

What Google Learned about Successful Teams

“Who is on a team matters less than *how* the team members *interact*, structure their work, and view their contributions. So much for that magical algorithm.

“We learned that there are five key dynamics that set successful teams apart from other teams at Google:

1. **Psychological safety:** Can we take risks on this team without feeling insecure or embarrassed?
2. **Dependability:** Can we count on each other to do high quality work on time?
3. **Structure & clarity:** Are goals, roles, and execution plans on our team clear?
4. **Meaning of work:** Are we working on something that is personally important for each of us?
5. **Impact of work:** Do we fundamentally believe that the work we’re doing matters?

Review Draft of Revised ODLC Program Description

Scope and First Priorities for Our Work

Consider Elective Coaching Course

Meeting Summary and Process

Next Meeting

ODLC Strategy and Faculty Development Team:

This team will assist the ODLC Program Coordinator and PSP Psychoanalytic Studies Committee in setting strategic direction, curriculum development and providing faculty for the ODLC program.

Program Coordinator and Supervising Analyst: Wally Fletcher, D.Min., NCPsyA

wallyfletcher48@gmail.com

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 is chairman of the Board of Directors of the Philadelphia School of Psychoanalysis. He is also a member of The International Society for the Psychoanalytic Study of Organizations (ISPO) and The Association for Clinical Pastoral Education-ACPE Psychotherapist category. He taught courses in the Masters in Business and Organizational Leadership at Neuman University for over 15 years. He teaches the history and technique of psychoanalysis at the Philadelphia School of Psychoanalysis and at the Colorado Center for Modern Psychoanalytic Studies. He now teaches courses in PSP Organizational Dynamics, Leadership and Consulting Program and serves as Program Coordinator. He also is an ordained Presbyterian clergyman and serves on the Philadelphia Department of Behavioral Health's Faith and Spiritual Affairs Advisory Board.

Priscilla Bright, PhD, NCPsyA

Dr. Bright received her doctorate in Clinical Psychology in 1983 and her certification in Psychoanalysis in 1984. She is a senior Supervising and Training Analyst at the Institute. At PSP, Dr. Bright taught Maturation and Development for 10 years. She also served on the PSP Board of Directors for several years. Dr. Bright has been a psychologist and psychoanalyst in Private Practice for 35 years. She is also an Executive Development Consultant, where she uses the principals of psychoanalysis in her work.

Ellen (Judd) Faulkner, Ph.D., N.C.PsyA

Founder and Owner, The Bucks County Psychotherapy Group. She is also a senior Supervising and Training Analyst at PSP. She is an Executive Leadership Coach and Sr. Consultant with the Global Consulting Partnership with 27 years of experience. She has practiced as a Psychoanalyst, Psychotherapist for 40 years.

David Rothauser, MA, MS, NCPsyA, PCC

David is a psychoanalyst, executive coach and coach supervisor who has worked in leadership and human development for over 20 years. He maintains a psychoanalytic practice, facilitates ongoing supervision groups for coaches and consultants, and engages senior leaders and their teams in reflective practice. David has coached in a range of industries, including entertainment, PE- and VC-backed tech startups, data analytics, the space industry, cyber security, real estate, healthcare, and education. David trained in psychoanalysis at the Center for Modern Psychoanalytic Studies, coaching supervision at Oxford Brookes University, executive coaching

at Columbia University, and psychodynamic group leadership at the Center for Group Studies. He is currently the Chair of Coaching Supervision for the Association for Coaching, US Region.

Osman Rathore, PhD, MBA-ODLC Candidate Representative

Osman is an Innovation and R&D Leader experienced in delivering Consumer, Med Tech, and Digital Solutions. He is passionate about problem-solving and delivering results through enabling innovations, enhancing organizational capabilities, and developing people. Recognized for effectively using situational and technical leadership acumen to facilitate teams that deliver on-time results.

He has 19 years of experience as a Chief Product Manager and Associate Director of R&D at Johnson and Johnson. He is now Director of Innovation/R&D at Swedish Match North America. He has taken courses at PSP for many years to enhance his understanding and skills for leading and managing people and organizations. He is a candidate for the ODLC Certificate and serves on this team as a representative for ODLC candidates.

Michelle Engle, MS, LPC -Teaching Assistant:

Michelle is a Licensed Professional Counselor in West Chester, PA. She works with adults, teens, and couples on issues surrounding coping with life challenges, relationship struggles, mental health disorders, and personality disorders. Prior to becoming a psychotherapist, she worked at Vanguard as a business intelligence analyst and then at St. Peter's Episcopal Church as the Director of Family and Youth Ministries. She holds a MS in Pastoral Counseling from Neumann University, a BA in Organizational Leadership from Eastern University, and AA in Behavioral Science. She continues professional development as a psychoanalyst candidate at the Philadelphia School of Psychoanalysis. Her education also includes spiritual direction training from Neumann University, and a certificate in Ecotherapy from the Earthbody Institute in Berkeley, CA.