

## Summer Learning Labs For Teachers Called "Sweet Water Oasis"

**R**e-inventing is a way of thinking about a lot of other life arenas than government these days. Teachers, especially in the great cities of this nation, need all the help and support they can get.

Burdened by mountainous expectations and daunting social realities in their workplaces, teachers need supportive networks that help them reach deep into their own creative resources. ICA's Learning Labs, offered for two weeks during July and August, provided just such a sweet water oasis for thirsty participants this summer.

Experienced guide teams, themselves teachers or involved closely with the profession, led groups through image change exercises and new ways of teaching with fresh tools in a learning community environment utilizing team teaching and project learning. Participatory methods that elicit, entice, beckon and tease out student interest provided opportunities for bridging and connecting across social, cultural and age differences.

Many schools already are scheduling staff development time for their teachers for next summer. Get more complete information about ICA's Learning Labs now by from **Joyce Reese** at 4750 N. Sheridan; Chicago, IL 60640 ,312/769-6363.



Counter clock wise from top left: Sharon Karam, Tom Higgins, Lyn Stollberg, Mary Gleason, John Nieciak, Rosio Lanao, Marilyn Bean

## Basic Facilitator Skills (BFS) will be Offered to Church Leaders

**Basic Facilitator Skills for 1990s Leadership in the Church** is a two session event. One session will be offered each month during the coming year at Chicago's Community Resource Center. In BFS I the directed dialogue, basic workshop, image changing seminar and question creation methods are modeled and participants receive hands-on experience. BFS II is coaching in the methods of BFS I, the philosophy of these methods and modeling and hands-on experience with action planning and complex workshops. BFS III is modeling and hands on experience with strategic planning. Participants role play perspectives in forming consensus and discover the complexity of guidelines for successful strategic planning. The cost is \$200.00 per person for each 2-day session. See the calendar on back page for dates. For more information and a brochure, contact **Margie Tomlinson**, 4750 N. Sheridan Rd., Chicago, IL., 60640.

**MEXICO VACATION HOUSE AVAILABLE TO RENT**  
"La Casita Feliz". The Happy Little House, owned by **Donna Marie and George West**, located near the Puerta Vallarta resort area of Mexico, can be rented for a month at a time or shared with others for two week periods. Write DM West: La Casita Feliz, Apartado 43 63732; Bucerias, Mexico.

## M. Scott Peck & ICA Staff on Program at International Servant-Leadership Conference, Indianapolis

**John Gibson**, ICA Indianapolis and **Jim Troxel**, ICA Chicago, will lead workshops and make presentations at the Greenleaf Center for Servant Leadership sponsored event, Oct. 15-16. **M. Scott Peck, M.D.**, author of **THE ROAD LESS TRAVELED** and other well known books, will give the keynote address and capstone speeches.

Over 300 international leaders in business, non-profit, academic, religious and community organizations are expected to attend.

The Hyatt Regency and Westin Hotels in downtown Indianapolis are this year's site. Conference registration is available by calling the Center at (317) 925-2677.

*Vibrant learning community  
at the heart of global transformation*

# Leadership Options

**T**he market place of the '90s has established a new environment for all organizations, from business conglomerates to provincial neighborhoods. A flattened bureaucracy and cultural and gender diversity in the workplace have exposed the increasing inability of traditional managers and leaders to deal with the overwhelming decisions required of them.

**LEADERSHIP OPTIONS** is a 16-day residential program of discovery and exploration of the mystique of multicultural human development and organizational change.

*Workshops* and the study of team building, strategic planning, problem solving and reflection practice and internalize the technologies of participation.

*Seminars* refresh in a vital dialogue on contemporary perspectives and concerns in personal, professional, and organizational life.

*Individual inquiry projects* provide exposure to a diverse spectrum of approaches to group and organizational leadership.

*Personal retreats* encourage the deeper potential for change and growth.

*Special events* include urban exploration, celebrations, arts and group reflection.

**LEADERSHIP OPTIONS** participants create a "Learning Community" within the landmark ICA, International Conference Centre in the historic Uptown neighborhood of Chicago's north side. This centre is a microcosm of world cultures and community service

organizations. It is located only a 2 block stroll from Chicago's extended Lake Michigan waterfront park.

The Institute of Cultural Affairs is a private voluntary organization concerned with human development in organizations and communities around the world. ICA has 30 years of experience in participative processes, planning, problem solving, training and curriculum development for business, government, non-profits and community groups. ICA has 54 offices worldwide and holds consultative status with the United Nations.

The course includes:

- Global Human Development**
- Team Building Skills**
- The Technologies of Participation**
- Strategic and Action Planning**
- Personal & Professional Development**
- Workshop Design for Consensus**
- Facilitation Skills**
- Vocational Direction**
- Career Exploration**
- Participatory Leadership**
- ...and much more

*"Leadership Options is a unique opportunity to experience personal growth and new leadership styles in a caring and supportive learning community. What better preparation for the 21st century?"*

—TUDY MC LAINE, OTTAWA, JANUARY '93 PARTICIPANT



Coming Opportunities

JANUARY 7-23, 1994

JUNE 10-26, 1994

JANUARY 6-22, 1995



*Call or write today for current costs and a syllabus. Don't miss this concentration of experiences and relationships you will use and remember the rest of your life.*

Institute of Cultural Affairs  
4750 North Sheridan Road  
Chicago, IL.  
USA 60640-5078  
Telephone: (312) 769-6363  
Fax: (312) 769-1144



## Uptown Building Shelters International 'Family'

### ICA Center works on all eight levels

by Todd Savage

A couple of years ago a stranger asked Rita Simo if she could use a piano at the People's Music School. The young woman, a Russian Immigrant, was taking English classes at the Hilliard Adult Education Center, located one floor below the free music academy.

Simo obliged and led the woman to a practice room. Later Simo heard the woman playing quite masterfully and opened the door to see for herself. She found the woman crying - tears of joy - as she played.

"That made me feel good to have something to give," says Simo, the school's founder and director.

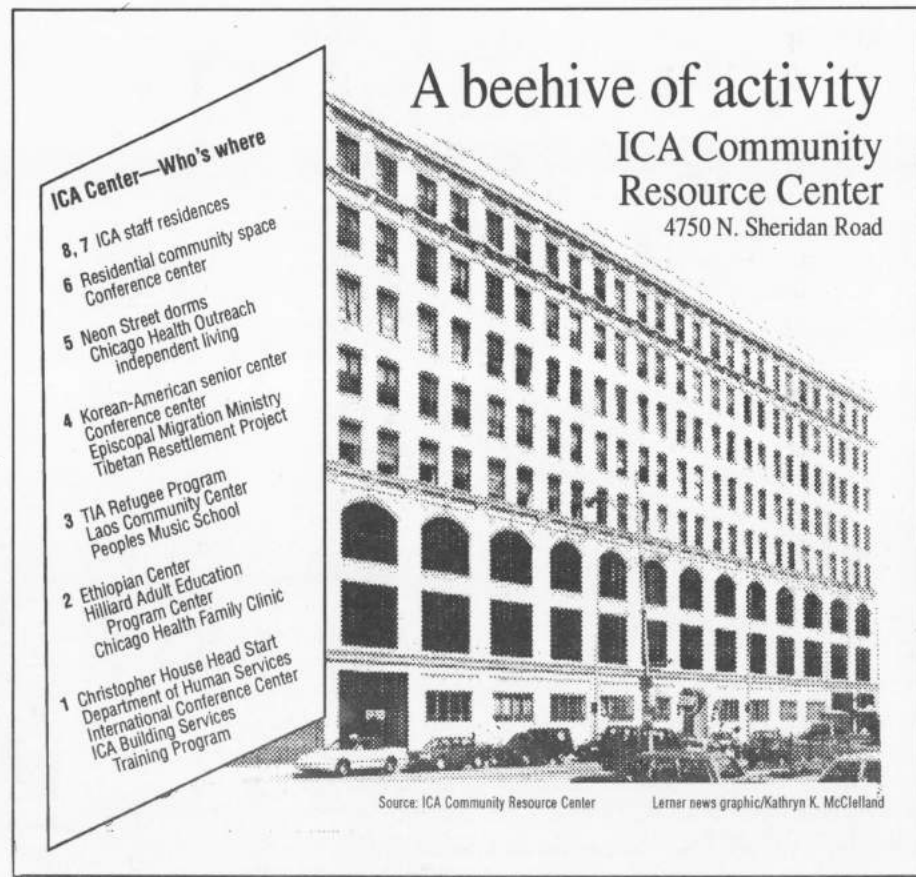
Like neighbors in need of a cup of sugar, Simo and staff at other non-profit agencies located in a unique Uptown high rise community have learned that they can count on each other when they come up short.

Non-profits started working side-by-side in 1986 when the Institute of Cultural Affairs opened the doors of its 166,000 square-foot building at 4750 N. Sheridan Road to social service organizations.

The music school was the first tenant. The latest, the Tibetan Resettlement Project, a new group that assists Tibetan refugees, moved in early this month, bringing occupancy to 90% with 14 tenants.

The Institute took over the building for \$1 from the Kemper Insurance Co. in 1971 when Kemper moved to the suburbs. The Institute used the building as its international headquarters for 15 years, but eventually decentralized operations and moved much of its staff overseas - freeing up lots of space.

Today, the ICA Community Resource



Center, as it is called, is a veritable mini-United Nations. Reflecting the cultural diversity of Uptown, it's a bustling place where you're likely to hear many tongues spoken.

"I'm sure there are 72 languages and nationalities in this building," says Mary Laura Bushman, who helps manage the building as development director. But that's not a problem, she says, because "any day you can get a translator."

On a given afternoon, Korean senior citizens are tutored in English, public aid recipients are informed about eligibility requirements, church groups bunk down in the building's conference center and recent Laotian arrivals get help finding a place to live.

"It's almost like a little village," says Simo.

Among the village's neighbors are Christopher House, a Head Start preschool and after school program, the North Side district office of the Department of Human Services, The Ethiopian Community Association, Chicago Health Outreach, a family health clinic; and Hilliard's 14 classrooms.

There's the Lao Service Center; Travelers & Immigrants Aid Refugee Services; the Korean American Senior Center; Episcopal Migration Ministries; a program for mentally handicapped adults, and a dormitory for homeless youths. An International

continued from pg. 4

Conference Center provides modest dormitory-style rooms, meeting rooms and a kitchen to visiting church and non-profit groups. Institute staff members live on the seventh and eighth floors.

"Someone called it a one-stop mission center," says Bushman, who has worked for the Institute since 1971, including a five-year stint in the South Pacific. "If it's not here, someone knows where it is."

The building, which is architecturally remarkable for its polished stone facade, contains small surprises, like the old paneled Kemper board room on the sixth floor, which the Institute uses for its own board meetings and other special events.

Since 1988, the Institute has made major improvements to the building - the first four floors of which date back to 1921 - replacing the hand-operated elevators with electric ones, installing new air conditioning and electricity, and putting in new windows.

The center appeals to many agencies because it offers a safe, secure building and is in a neighborhood where many clients live. It also means working next door or upstairs from colleagues. For example, many of the community's refugee agencies are clustered in the building.

"We see problems from the same perspective," says Sue Kang, director of the Korean American Senior Center. "We learn from each other and we share with each other." Agencies exchange advice on which kind of photocopying machine to buy, recommend good accountants or lend their translation services.

"It creates an atmosphere in which people have the opportunity to interchange with each other in a non-threatening way," says Simo. "That might be one of the most important things this building has to offer."

For the tenants, leasing space from the Institute means having a landlord with a shared mission.

"They are aware that there's going to be a variety of people with a variety of English levels, and a variety of needs that come through," says Virginia Koch, associate director of Travelers and Immigrants Aid Refugee Services.

For the Institute, the ICA Center was somewhat of an experiment. "We've done a lot of work internationally, and we realized that high-rise buildings could also be community projects," Says Bushman.

*Editor's note: We thank the publishers of the Lerner News Star for permission to reprint this article.*

## Archives Update

by Lyn Edwards



Summer found many working hard as the Archive project gains momentum. Several out-of-townners came to help during the August

Fortnight. Among those were Fred Buss from Kerrville, TX, Bob and Sandra True, NY, and Angela Pouquong from Toronto.

Mary Pickard, archivist for Huntington College, came from Montgomery, AL in June, shared her expertise with us and gave us the confidence to forge ahead. New state-of-the-art Minaret software and computer are set up and running, gathering, organizing the precious data; all to be stored in acid free folders in document cases.

We enjoy hearing from colleagues from around the world - especially those who come to spend a few hours archiving.

"A Question of Etiquette" below is excerpted from an article which appeared in ICA West's INITIATIVES. Written by Ann and John Epps, long-standing colleagues, who offer TOP methods throughout South-East Asia as LENS, Leadership Effectiveness & New Strategies. PACT is a personnel problem solving team, at the Shell refinery at Port Dickson, Malaysia

## A Question of Etiquette



The LENS team happened to be in Port Dickson when one of the PACT Teams initiated its week-long "Courtesy Campaign" among staff. They had designed programs to encourage staff to be more courteous to each other on the job and decrease the number of unintentional offenses that occurred.

The initiating event was a guest speaker, a newspaper etiquette columnist, who was to make a half-hour presentation after work. To suggest that macho refinery staff might travel across town after a full day's work and listen to a talk on etiquette seemed most unlikely. As we arrived, the set-up team was on site and nobody else. We began to voice our doubts.

To our utter amazement, 150 people showed up, the speaker was bombarded with questions and the event went on for an hour and a half. Tea was served, courtesy buttons were handed out, and the event kicked off the campaign in high style.