

***An Appreciation of Rose Redding Mersky
On her service as Professional Development Director***

by Clare Huffington
Board Member, ISPSO
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At the end of the 2006 Annual Meeting, Rose Mersky steps down from the role of Professional Development Director after two 3 year terms and hands over to Susan Long.

In looking at the story of her involvement in the role, we are indebted to Rose herself who wrote a history of ISPSO professional development activity in 2002. It is typical of Rose that she would document one of our most important activities in this way; so we can see how it has fulfilled the original vision she had for it right from the start.

The first workshop programme was organised in 1995 by Kamil Kellner when the ISPSO Symposium was held in London, UK, in the form of Organisation Consulting Masterclasses. Rose, then President-Elect, was first involved in 1996, 10 years ago, when she, with Kamil Kellner, organised workshops for the 1996 New York Symposium. As ISPSO President, Rose appointed Howard Book to chair the workshops at 1997 Symposium in Philadelphia and at 1998 Symposium in Jerusalem with a Planning Committee which included Roger Lehman. After 2 years, Roger took over the role in 1999 in Toronto and 2000 in London.

In 2000, the Board determined it wanted a more hands-on role in the development of PD programming and Rose, then Past- President, was appointed as PD Chair for a 3 year term which expanded to a second 3 year term. The idea was that she should

- Develop PD guidelines and principles
- Work with a local PD Director and PD Committee for each Symposium; in 2001 in Paris, Rose took on the local role herself. After this, it was John Newton in 2002 in Melbourne; Rosemary Booth in 2003 in Boston; Hüsseyin Özdemir in 2004 in Coesfeld; Rose Mersky in 2005 in Baltimore and Ullrich Beumer in 2006 in Haarlem.
- Evolve from a 2 day workshop programme to an ISPSO professional development programme which included a variety of programmes and approaches

I acted as Board Liaison to the PD Chair and Committee at this time to save expansion of the Board. Since this time, Rose has attended Board meetings as and when necessary.

From 2000, under Rose's leadership, the achievements have been to

- Expand the programme to 3 days
- Make a small profit to support other ISPSO activities
- Include the innovation of Social Dreaming as a frame for the workshops. This is now a regular part of the programme and has extended to the Symposium itself.
- Propose the idea of the ISPSO Annual Meeting to integrate PD and the Symposium into one wholistic event. Next year in Stockholm, I believe that the Annual Meeting and PD Chairs working together are considering opening the Annual Meeting before the workshops which completes this integrative process.

This year, in Haarlem 2006, there was the largest PD programme ever!

What has been Rose's contribution to ISPSO professional development? Firstly, she has offered unswerving continuity and commitment to the entire process over the last 10 years. She is passionate about learning and development and bringing new people into our field by offering opportunities for learning, debate and sharing. She has managed to work with changing venues, ideas, support, values and influence over the years. She has eased the path of transition to Susan Long who will take up the role of PD Director for the next 3 years.

With affection and gratitude we want to thank Rose for her immense contribution to ISPSO in taking on the role of PD Director over the last 6 years and, in so doing, safeguarding our professional development and that of future generations of ISPSO members.

Clare Huffington