

Barbara Lemmel

Family Systems Specialist

Barbara Lemmel is a pastor who works with church organizations and corporate clients on effective leadership and management of interpersonal relationships. She uses Bowen Family Systems Theory as the backbone of her workshops and consulting work. Bowen Systems Theory offers new understanding of the interplay of human dynamics:

- Any group of people – any business, any family – functions as a system, rather than a machine. There is a basic pattern of interpersonal relationships that determines the functioning of a group, and the individuals within it.
- Effective leaders recognize and engage those relationship patterns, to the benefit of everyone in the group.
- Anxiety and change cause individuals to react in predictable ways that differ from how they act in less anxious situations. They may revert back to the same tactics they used to manage stressful situations within their families.
- Leadership can happen at any level of an organization. When one person in a group begins to function in healthier, more effective ways, the entire group will function better.

Barbara works with leaders to help them understand the effects of anxiety, regulate their own responses to difficult situations, find effective strategies to reduce the anxiety of the whole, and manage the interpersonal triangles that arise as a result of stress and change. She helps leaders to gain perspective, re-establish vision, and find new avenues for growth for themselves and their teams.

Barbara holds a Masters of Divinity degree from Boston University, and received her systems training and conflict mediation training through the Lombard Mennonite Peace Center in Chicago, and the Center for Pastoral Effectiveness in New Orleans.



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Team Dynamic Strategist

When managing a team through a stressful change, there are many things to consider. How does your leadership style impact your team? What is the source of the sabotage that threatens your success and the success of your group? How do you change the dynamic so that everyone is working toward the end goal? Barbara's work with Bowen Systems Theory can help you understand how you as a leader can manage the anxiety of your team and work with individuals and the group to get everyone on the same page. She can help you shape a healthy, resilient workplace, even in the midst of change.

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