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“The management team of the Instrumentation and Controls Division has been actively searching for ways to enhance its performance for several years. Yet any improvements tended to be transitory. From our first LaL workshop, the effectiveness of our team improved dramatically – and it still is. **This ongoing, sustainable change stands in sharp contrast with our experiences with other leadership training methods.** We have better agreement on our priorities and far more effective team collaboration.”

Richard L. Anderson
Chief Scientist,
Instrumentation & Controls
Division,
OAK RIDGE NATIONAL
LABORATORY

“I have had many opportunities during my 48-year career for personal development and growth. Several years ago when I embarked upon the most recent such program (LaL), **you might have thought I shouldn't have a lot to learn about myself or leadership, but you would be wrong.** LaL is one of the most effective programs

for leaders at all levels that I have ever experienced in my career. When my NASA Langley Research Center leadership team and I were facing the huge challenge of a 50% budget cut, many of us began LaL's program to help us work together more effectively. Simultaneously during this challenging experience, my daughter was bravely fighting a battle against cancer that she eventually lost. I've never been through a rougher time in my life. The difference that LaL made was simply phenomenal. LaL helped me come through this very difficult time whole and successful in keeping my family together while leading a team that succeeded with the most difficult challenge they had ever faced.”

Roy Bridges
Director,
FORTUNE 100 COMPANY,
Former Astronaut,
Former USAF Major General,
Former NASA Center Director

“Over the past two years I have exposed my entire management team and my wife and three children to LaL seminars and coaching. **At work and at home, trust has increased,**

communication has improved and mutual support has become the common focus.

There is no organizational or family unit that could not benefit from the LaL experience.”

Daniel McDonald,
Director, Instrumentation &
Controls Division,
Chair, R&D Division
Directors' Caucus,
OAK RIDGE NATIONAL
LABORATORY

“We talked about things I honestly never thought we'd get to – and it's continued after the seminar.”

Jim Holt,
Vice President,
NEVADA NATIONAL SECURITY
SITE (NSTECH)

“My experience of LaL's year long program has improved my daily experience of life at the most fundamental level. Conflicts that have been a source of agitation and struggle over decades have moved to resolution; **I am more comfortable in my life, my relationships and my various public and private roles than I ever imagined possible.**

While my wife and I began LaL with a focus on strengthening our marriage, I also find my

work relationships fundamentally changed for the better, and my ability to lead large organizations significantly enhanced. At 55, **I am doing the best work I have ever done in my life.**"

Lewis H. (Harry) Spence
Commissioner,
MASSACHUSETTS
DEPARTMENT OF SOCIAL
SERVICES,
Former Deputy Chancellor
of Operations,
NEW YORK CITY BOARD OF
EDUCATION

“As a typical introverted technical geek, I was afraid to step outside my comfort zone. I attended LaL to work on my tendency to avoid conflict and my difficulty initiating new relationships. Thanks to the training and coaching over the past two years, I am now better able to hold people accountable to milestones and deliverables. Instead of being afraid of delivering the bad news, I engage my employees in the process and approach the situation in a more effective way. I have been able to build new relationships, increase my sphere of influence and improve my ability to get buy-in for my ideas from

multiple stakeholders. **I have become a more effective leader, creating ground breaking initiatives and impacting a level of organizational change far beyond what I have accomplished my entire career.**"

Doug Dwoyer,
Associate Center Director,
Research and Technology,
NASA LANGLEY CENTER

“LaL's 360 Feedback put the information in the context of things that I wanted to work on, and brought out recurring themes that I hadn't fully appreciated. Prior feedback from other organizations did not relate the feedback to specific events or relationships, but simply reported back at a high level, leaving me grasping for specifics on how my behaviors were working against me in terms of realizing my goals."

Rich Cavanagh,
Director,
U.S. GOVERNMENT
LABORATORY

“My team and I were tasked with the complete overhaul of the lab infrastructure – there were many obstacles to overcome: territorial struggles, stovepipe

thinking, etc. ... As a leader of my peers, I had no direct authority over a team accustomed to running their own organization. We attended LaL together and learned to collaborate and coordinate as a cohesive unit – not something we were used to doing! **“The LaL training helped us talk about the difficult issues in a constructive fashion, develop and commit to clear cross-organizational goals and build the trust to hold each other accountable on them.”**

Personally, I am reluctant to displease others, and my leadership style has traditionally been through consensus building. Working with my coach, I learned how to set a clear direction and give the stronger leadership that my peers wanted me to provide. I am now able to fully step into my role as a leader with creativity and courage."

Vice President, Operations,
NATIONAL LABORATORY

“I especially liked that the coach spent time not only with the feedback, but my thoughts, emotions and feelings about each feedback response. That was extremely helpful for me not only at the

time, but also when I got to the Personal Mastery course and began my introspective journey. For me it was good to get used to thinking about what I was feeling and thinking."

Lorenda Batson,
Chief Engineer,
U.S. GOVERNMENT AGENCY

“The WeLead program was life-changing."

Former EMS Dominance
Chief Engineer,
NAVAIR,
Former Avionics Department
Chief Engineer,
NAWCWD

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