

OD Specialists' clients include:

- » **Capital One**
- » **Encore Capital**
- » **ABB**
- » **NASA**
- » **Shell**
- » **Innovation Associates**
- » **and many smaller entities**

Would you like to know more about our programs? Get in touch.

tel: 415.453-5050

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www.learnaslead.com

“I found the Personal Mastery workshop to be **the most thorough and complete work I have ever done in this area. I learned an enormous amount about my own patterns – their underlying structure, benefits, and costs.** It truly brings to life what it means to move from a reactive to a creative orientation. I also appreciated the staff enormously for their professionalism, accessibility, and humility.”

David Peter Stroh,
Co-founder,
INNOVATION ASSOCIATES,
Charter Member,
SOCIETY FOR ORGANIZATIONAL LEARNING

“As an internal business improvement consultant, participating in LaL’s 1-year program was pivotal in helping me drive change initiatives and make them sustainable. **I am better equipped to deal with the human and emotional aspects of my work in supporting a team to reach their goals, thanks to the structures and framework I learned at LaL.**

I have been able to break through deep-rooted patterns of

behavior, like avoiding conflict. Now I am more willing to give feedback and confront issues head-on to move the project forward. As a result, I am better able to support the senior executives and teams I coach to step up to the plate—and they are!

The positive impact of this deeper level of dialogue is evident at work and at home with my three children.”

Francois Chabot,
Business Improvement
Consultant,
ABB, CANADA

“No one likes to talk about failure, but the fundamental work that I do is to establish causes of failure in organizations – be it equipment, process or product failure. LaL is about identifying causes of failure within our own selves and beginning to see and embrace failure as a learning experience and an opportunity to understand cause and effect. All of us fail at some point. LaL allows us to communicate about it rather than hide it, to not beat ourselves up or point the finger at others.

I find LaL’s personal mastery path is most relevant for senior

managers. It focuses on personal patterns as they relate to structure and accountability in organizations. When the causes are chased deep enough you find them rooted within the players, either internal to the individuals or as a result of the way they interact with each other, which is an outcome of their patterns. This is true at all levels of the organization, but the consequences are geometrically larger as you move up the hierarchy. As a leader, by becoming conscious of my ego dynamics, I am aware of the implications of my reactions on the organization for which I’m accountable. Being more conscious in my choices and decision-making is the leverage for organizational change.”

Bill Brenneman,
Performance Improvement
Consultant, Learning &
Organization Effectiveness,
EQUIVA SERVICES LLC
(Shell, Texaco and Saudi
Aramco joint venture)

“As the Employee and Organizational Development Manager, I have certainly had my fair share of experiences with training initiatives

– LaL is definitely a cut above in terms of sustainable team building and leadership skills.”

Kathy Johnson
Employee and Organizational
Development Manager,
OAK RIDGE NATIONAL
LABORATORY

“Of all my personal and professional development opportunities, my experience with the work of LaL ranks as perhaps **the most powerful and effective of any (work) I have done in more than four decades.**

Through LaL, I got in touch with my deeply established patterns, avoidance schemes and the roots of my major issues that have been holding me back. I was able to put together a systems map of these patterns that allowed me to see the entire mechanism in operation so I've been able to move from insight to action in a way that previously proved elusive.

The LaL staff engendered my trust in their process by showing that they are fully involved in doing the work themselves. I saw little of the “sage on the stage” approach; instead, I heard an invitation to participate together

into an inquiry into our shared human condition. Typically, an issue that was up for examination was illustrated by a staff member working through a recent encounter or present issue of their own. The sense of vulnerability and exploration was palpable throughout the staff, from the leaders to the assistants.

Already, I and those closest to me have noted the benefits that this work has brought to my life and my community. I am looking forward to what continued immersion in this work may bring.”

Jeremy Seligman,
President,
INSIGHT TO ACTION;
Former Board Chair,
SOCIETY FOR
ORGANIZATIONAL
LEARNING;
Former Board Member,
PEGASUS
COMMUNICATIONS, INC.

“As a consultant, in order to coach my clients, I have to make sure my own issues don't get in the way. I can help my clients focus on their purpose when they are caught up in politics, fears, hidden agendas, etc. This often involves conflict and brings out people's egos. I can work with that now, whereas before I would avoid it.

I've been talking for two years about making changes in my work; LaL coaching has helped me stop talking about it and start doing it. I knew more meaningful work was inside of me; now I'm learning to bring it forward.”

Elizabeth Guman,
Director Nonprofit Services,
Partner,
STRATEGY ARTS

“As the founder of a training and consulting firm and a nonprofit, a major obstacle is the number and variety of people working on different projects: their needs, expectations and personal goals often greatly differ from one another. **With LaL I have been learning how to bring these multifaceted people together in harmony and work with less friction toward a commonly shared vision.**”

Giorgio Vianson,
President,
Leadership & Organizational
Learning,
ASSOCIAZIONE AMICI DEI
BAMBINI DELLO ZEN,
Torino, Italy

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