

ACADEMIA

THE LAL TRAINING ALLOWED ME to make a fundamental shift in my approach to my work as a university professor. As I took a hard look at my behavioral patterns, I realized that I spent a lot of my work life taking on jobs because they validated my standing and value, not because they were aligned with my real aspirations. I soon resented the time they took from what I considered to be my "real" work, and they became obligations rather than opportunities. LaL helped me clarify and recommit to what I want to contribute through my professional and personal goals, and this has renewed my energy and enthusiasm for my research and teaching.

My students have responded to my new attitude and approach with enthusiasm, and we are jointly creating seminars and research projects that we are deeply excited about.

Instead of complaining about problems at work, I am now committed to understanding my role in them and how I can co-create the work environment and meaningful collegial relationships that I want. These transformations have also affected my personal life. My husband and I have begun to clarify our common goals, and the impact on our family relationships has been very positive.

As a social psychologist, I have been fascinated at the overlap between the teachings of LaL and the psychological research literature on people's essential needs, the self-esteem system, and the circumstances that encourage true mastery and relatedness, rather than the illusion of competence and feelings of superiority. Not only are LaL's teachings well grounded in empirical research, but they translate into concrete and lasting change.

JENNIFER CROCKER, PH.D.,
PROFESSOR OF PSYCHOLOGY,
UNIVERSITY OF MICHIGAN,
PRESIDENT, SOCIETY FOR THE PSYCHOLOGICAL STUDY
OF SOCIAL ISSUES

I OWE AN INCREDIBLE DEBT TO THE PATH breaking work of LaL. I have been studying and thinking about the strategies of tempered radicalism for almost fifteen years. Nevertheless, LaL has influenced my thinking and my life enormously.

LaL's approach to systemic change through personal development is unique in its depth and potential for transformative learning. By midway through the seminar I had constructed a mirror that provided an undeniable reflection of the patterns of my life, the motivations that drive these patterns, and – most painfully – the costs of these patterns to myself, my relationships, and others in my life. It took time to construct this mirror and even more time to internalize, and really feel, its implications. Yet this was essential. My reflection became a powerful engine for change – an engine typically absent in other approaches to change.

The next step focused on creating an alternative compass: new motivations, goals and practices that formed a framework for breaking through old ego-driven patterns.

The seminar helped me turn some important corners in my life and change the texture of my daily interactions. It was a gift to myself and to my family. I have since recommended LaL to many of my closest colleagues and friends.

DEBRA MEYERSON, PH.D.,
ASSOCIATE PROFESSOR,
STANFORD SCHOOL OF EDUCATION AND
(BY COURTESY) SCHOOL OF BUSINESS

TIME & MASTERY HELPS uncover how we invisibly get in our own way, divert ourselves, and tell ourselves myths about "what must get done" and "what no one else can do but me." It then enables us to clarify our goals and essential tasks, so that we can commit our energy and efforts to those -- and live more purposefully.

JOSHUA MARGOLIS, PH.D.,
ASSISTANT PROFESSOR,
ORGANIZATIONAL BEHAVIOR AND ETHICS,
HARVARD BUSINESS SCHOOL

IT IS ASTONISHING HOW EACH SEMINAR goes ever deeper toward the core issues, offering a unique opportunity to step back and examine one's life with the most powerful analytical lens I have ever encountered. This work constantly provides new insights that make my life richer and more satisfying both at work and at home.

ROBIN ELY, PH.D.,
ASSOCIATE PROFESSOR OF ORGANIZATIONAL BEHAVIOR,
HARVARD BUSINESS SCHOOL

LAL HAS HELPED ME TEACH my students to be ready to lead from their best self with awareness of their self limiting behaviors, greater capacity to learn and grow and a deeper sense of connection to a larger purpose. They will go out and make a difference in the lives of those they lead and those who work with them.

SUSAN ASHFORD, PH.D.,
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