

CONSULTANTS

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 *4-Mastery* 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 FOUNDER OF A TRAINING and consulting firm and a non-profit, 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

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,
PARTNER,
LEARNING & VISION PARTNERS

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