



PRAISE FOR
Leading Organizations
from the
Inside Out

Leading Organizations from the Inside Out gives companies and their leaders critical tools and perspectives that enable them to deal with the fast pace of business in today's world. It offers an especially effective way to initiate change and develop your people at the same time. Don't just read this book... apply its principles.

– Bill Owens
President and CEO Nortel Networks

Action-Learning Teams built on a foundation of trust, honesty and a dedication to true excellence will soon become the hallmark of all successful organizations. The volatile, uncertain, complex and ambiguous leadership environment that we all face demands the speed, adaptability and flexibility that these teams embody.

– Major General Robert Ivany, ret.
Former President, U.S. Army War College

Action learning and leading have come of age, thanks in no small part to the authors of this vital book. If the top military and commercial programs are using these concepts to break through traditional barriers, we should all sit up, take notes and experience excellence in action.

– Ken Shelton
Editor of Leadership Excellence

The ALT model assumes that great knowledge exists in the team and it provides a practical process for tapping into this knowledge. Even more important, the ALT helps ensure that the knowledge of the team is translated into action that makes a real difference for the organization.

– Marshall Goldsmith

ABOUT BRUCE LARUE:

Dr. LaRue has worked in a wide range of sectors including aerospace, the Department of Defense, and wireless telecommunications.

His articles appear regularly in Leadership Excellence magazine. His book is being used in graduate university programs and is available at major book stores including Amazon.com, Borders, and Barnes & Noble.



Bruce LaRue, Ph.D.

Dr. LaRue has taught at the University of Washington, The Fielding Graduate University and Adizes Graduate School. Dr. LaRue also serves on the Board of Advisors of the International Institute of Management.

LEADING



From the Inside Out
ACTION-LEARNING SEMINAR



BRUCE LARUE

Strategy in Action

Executive Coaching
Strategic Management
Leadership Development

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LEADING



From the Inside Out ACTION-LEARNING SEMINAR

This comprehensive workshop based on the ground breaking new book *Leading from the Inside Out* overturns basic assumptions about operational reality while demonstrating how organizations can diagnose issues and execute on key strategic initiatives.

We demonstrate how management can leverage organizational communities of practice by intentionally cultivating their evolution into strategically focused **Action-Learning Teams (ALTs)**.

ABOUT THE WORKSHOP

Decisions and strategies reserved for the managerial and professional ranks are moving to the periphery of the organization, as is the need for critical, often improvisational judgment and thinking.

Action-Learning Teams are groups composed of critical stakeholders that are tasked with enabling the creation and application of new strategic capabilities. They are focused on generating a superior end-customer experience. They are generally cross-functional and cross-organizational in nature, designed to close particular process gaps or to generate new capacity for the organization where none existed before.

OUTCOMES

- Provides four stages for development of strategic initiatives, including the tools, procedures and leadership qualities needed for aligning organizational core systems in each deployment phase
- Clarifies how training, policy, communication and structural changes may be required to manage the emerging adaptive system, including the alignment of process with front-line support and reward systems
- Identifies key stakeholders needed to make transition work; key questions to explore; tendencies to avoid; leadership styles and communication tips for each phase of project and organizational alignment
- Describes how to conduct a concise 'needs assessment' and gather essential preliminary data
- Outlines the creation of innovative ALTs as fluid constructs with minimal need for traditional management controls
- Practical examples and proven theories are distilled to foster an ongoing culture of innovation that attracts and retains top talent



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