

**Leading and Learning, Inc.** is an organizational management consulting firm. We are a firm of 35 professionals who work with CEOs, leaders on issues of organizational change, leadership development, and personal, professional effectiveness. Our experts in the fields of business, education and health care work with leaders in a wide array of corporations and organizations – **banking, manufacturing, utilities, hospitality/ entertainment, hospitals/health systems, technology/aerospace, service industry, government.**

**WHAT'S THE CONNECTING FACTOR BETWEEN TELECOM MANAGERS AND LAS VEGAS?** That would be the Leading and Learning, Inc. team of professionals who provided an emotional intelligence seminar to 150 managers who work in 51 different telecom companies. The event took place on February 15, 2007. Wonderful group of managers; thanks to Liz and Derek Kerton, The Kerton Group, for arranging the seminar.

Leading and Learning, Inc. specializes in interactive seminars for managers. Contact Susan Seanez at: 951/699-2381 for more information.

**Did You Know** that many boards are now conducting formal evaluations . . . of themselves ? **Our board clients use the services of Leading and Learning, Inc. to provide feedback on critical areas such as understanding of issues, attendance at meetings, and participation to better understand their processes for the future.**

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## February, 2007 – “The Learning Organization”

Continuing the learning necessary to maintain productive workers has always been difficult. The challenge grows as we progress into the 21<sup>st</sup> Century, where time available for people to think and reflect is crowded out by the need to compete in a global economy.

The globalization of business, while raising material standards, also creates challenges of sustainability. There are requirements for new leadership skills capable of adapting to the realities of change, and efforts in this arena will eventually provide new capacity for continual learning and innovation.

For today’s businesses to survive, *openness, reflective conversations, personal mastery, shared visions, and understanding the systemic causes of problems* are elements to energize organizations for competitive changes.

**There are ways of working together in organizations that are much more productive and enjoyable than are afforded by current management systems.** Just getting people to talk together for the first time about the structure of the organization and its potential is a good learning experience.

**In order for organizations to change to meet the future, changes in the way in which each individual works and makes a habit of thinking must change, as well.** A critical moment of learning comes when the people of the organization realize that the work of the learning organization is about each one of us.

**To build learning organizations, there is no end point, just lifelong journeys.** The work of learning organizations requires new reservoirs of patience but allows more sustainable outcomes.