

Patricia A McLagan



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Profile

Pat's life and work focus on institutional transition and transformation and she has been a key player in the midst of decades of institutional change. Her speaking and consulting focus is on strategy and goal execution and on the successful implementation of major changes, especially changes focused on transcending traditional boundaries across levels and organization silos and other boundaries. She draws extensively on both experience and on the world's research into what works to achieve sustained results and change in organizations and across supply chains and value networks. Pat's vision and strategies promote and support participative governance, partnerships across the value stream, high levels of personal accountability, optimization of leader-follower relationships, and creating learning and development cultures. She believes that we are living through a major time of transformation of human institutions and the human spirit where everyone has an opportunity and responsibility to significantly influence the future. She talks about, writes about, and helps leaders and institutions act on today's leadership, citizenship, productivity, and innovation challenges. She also focuses on integrating technology and people in ways that help both the organization and its people to flourish.

Key Publications

BOOKS

The Shadow Side of Power: Lessons for Leaders
Change Is Everybody's Business
The Age of Participation: New Governance for the Workplace and the World
On-the-Level: Performance Communication That Works
Helping Others Learn: Designing Programs for Adults

PUBLISHED ARTICLES on these topics:

- Leadership
- Change
- Management process
- Performance management and Development
- Organization development

Work Impacts and Experience

- Extensive work with NASA executives during the transition years between the moonwalks and space shuttle; with General Electric (corporate and various businesses) during its major shift from conventional to electronic technology in the 70's and 80's; and with AT&T and Baby Bells during the telecommunications renaissance of the 80's and 90's. More recently, she guided major strategy execution, leadership development and change projects in technology companies, financial services institutions, utilities, government agencies (including work with the Defense Intelligence Agency in the aftermath of 911 and with the Governor of the State of Georgia on a major statewide transformation initiative). She has worked extensively with organizations on 6 continents, including extensive work on large-scale change projects in South Africa since the mid-80's.
- Speaking and consulting focus: leadership; strategy and goal execution; successful implementation of major changes, especially changes focused on transcending traditional boundaries across levels and organization silos and other boundaries. She draws extensively on both experience and on the world's research into what works to achieve sustained results and change in organizations and across supply chains and value networks
- 15th person and 2nd woman inducted into the Human Resource Development (HRD) Hall of Fame, an elected member of the International Adult and Continuing Education Hall of Fame, one of the 100 distinguished University of Minnesota Human Development graduates of the 20th Century and has been honored with many leadership awards, including the highest award of the 50,000 person American Society for Training and Development and the 2012 Thought Leader Award by the Instructional Systems Association. She holds a BA in English Literature (Phi Beta Kappa) and an MA in Adult Education with an Industrial Relations specialty, from the University of Minnesota. She is an honorary Professor of Human Resource Management (Johannesburg University, South Africa) and is on the editorial board of several research-to-practice journals, including *Advances in Human Resource Development Journal*. She is featured as one of Tom Peters "Cool Friends."
- McLagan has served on the governing boards of the American Society for Training and Development and the Instructional Systems Association, and the Cabinet of the Minneapolis United Way. She is past Chair of the Board of Directors for the Desmond Tutu Peace Foundation.