

Bruce LaRue, Ph.D.

Biography

Education

Ph.D. The Fielding Graduate University, Human and Organizational Systems, 1999

M.A. The Fielding Graduate University, Organizational Development, 1996

B.A. University of Washington Tacoma, Comparative International Studies, *summa cum laude*, 1993

Clients

As a consultant and professor, Bruce has worked with managers and executives from aerospace, Department of Defense, telecommunications, network technologies, pharmaceuticals, petrochemicals, financial services, municipal government, and the non-profit sector.

Experience

Bruce LaRue is President of Applied Development Services, Inc., a consultancy specializing in executive and organization development. Dr. LaRue has focused much of his career on the emergence of the knowledge economy and its implications for the development of leadership competencies in distributed, technologically complex organizations. He has proven to be a gifted coach and facilitator of action learning seminars for executives and their teams. His unique facilitation process focuses on the design and deployment of large-scale strategic initiatives for organizations in a wide variety of sectors.

In 1996, Bruce was appointed Associate Fellow of the World Academy of Art and Science by former NATO Ambassador Harlan Cleveland to research The Future of Work. Bruce has taught at the University of Washington Tacoma, and is a member of the faculty of the Adizes Graduate School. He has taught at The Fielding Graduate University, where he completed his doctorate in Human and Organizational Systems. Bruce has also served on the faculty of the Global Institute for Leadership Development.

Bruce Serves as a consultant for the U.S. Department of Defense, Defense Logistics Agency, where he serves as an executive coach for emerging and senior leaders. In 2007, he delivered a series of Keynote Addresses for DLA's Enterprise Leadership Development Program for Senior Leaders in "mission critical" Agency positions.

Bruce currently serves on the Board of Advisors for the International Institute of Management (IIM), a management best practices and research institute working with 41 universities and research partners in 16 countries. IIM serves on the steering board of 3 international consortiums sponsored by the European Commission. <http://www.iim-edu.org/associates/brucelarue/>

Bruce presented at Linkage's Next Generation Leadership summit in Orlando, Florida with Major General Robert Ivany, former President of the U.S. Army War College. An article based on this talk appears in the [December 2004 issue of Leadership Excellence Magazine](#), where he has been a regular contributor.

Bruce served as a senior organization consultant on the **Boeing 777-LR World Tour** project, showcasing the latest 777 and 787 Dreamliner interior concepts at the Paris Airshow in June 2005.

Recent Courses Taught

- [Organization Systems and Change](#)
- [Strategy Deployment in the Knowledge-Based Organization](#)
- [Models of Conflict](#)
- [Systems Thinking](#)
- [Organizational Epistemology](#)

Current Status

President, Applied Development Services, Inc. Specialties include strategy design and deployment, leadership development, action learning, executive advising, and business coaching for senior leaders. Sectors including aerospace, Department of Defense, telecommunications, network technologies, pharmaceuticals, petrochemicals, financial services, graduate education, municipal government, and the non-profit sector.

2006-Present **International Institute of Management.** Senior consultant, Member, Board of Advisors. management best practices and research institute working with 41 universities and research partners in 16 countries. IIM serves on the steering board of 3 international consortiums sponsored by the European Commission. <http://www.iim-edu.org/associates/brucelarue>

Faculty Member: Adizes Graduate School August 1999-present—Organization Transformation M.A. and Ph.D. program. Specializing in education and development of consultants and executives from a wide range of industries worldwide.

2005-Present **Defense Logistics Agency;** General Dynamics prime contractor). Leadership coach for emerging and senior leaders as part of DLA organization-wide Transformation Initiative. Coached and advised over 150 emerging and senior leaders. 2007 Keynote Presenter in Tier V Enterprise Leadership Development Program for Senior GS-15 Leaders in "mission-critical" Agency positions.

2007-present Defense Depot Susquehanna Pennsylvania; Defense Logistics Agency. Advisor to Commander, Deputy Commander, Senior Leader Team, and Value Stream Managers in world's largest Strategic Distribution Platform serving all four branches of military and Department of Homeland Security.

Recent Publications



Bruce recently published a book with John Wiley & Sons (2006, 2nd Edition) called "Leading Organizations from the Inside Out" which examines emerging strategies for organizational change, strategy, and leadership. This book is currently used in major graduate schools of management. Click on the image of the book to see more information. See other recent publications at www.brucelarue.com.

Publications

LaRue, B., Childs, P., & Larson, K. (2006). *Leading Organizations from the Inside Out: Unleashing the Collaborative Genius of Action-Learning Teams* (2nd ed.). New York: John Wiley & Sons.

LaRue, B. and S. Galindo (2008). Synthesizing Corporate and Higher Education Learning Strategies. Handbook of online learning : innovations in higher education and corporate training. K. E. Rudestam and J. Schoenholtz-Read. Thousand Oaks, Calif., Sage Publications (Forthcoming): x, 460.

LaRue, B. (2006, October). Developing Action Leaders. *Leadership Excellence Magazine*.

LaRue, B. (2006, September). Action Teams: Building Momentum. *Leadership Excellence Magazine*.

LaRue, B. (2005, December). Action Leaders: Action-Learning at the Top. *Leadership Excellence*, 22:12.

LaRue, B. (2005, August). Getting Things Done Through Action-Learning Teams. *Leadership Excellence*, p. 18.

LaRue, B. (2005, April). Soft Focus: The New Edge of Mastery. *Personal Excellence*, p. 7.

LaRue, B., & Ivany, R. (2004, December). Transform Your Culture Through Action-Learning Teams. *Executive Excellence*, 14-15.

LaRue, B., Childs, P., Larson, K. (2004). Leading Organizations From the Inside Out: Unleashing the Collaborative Genius of Action-Learning Teams. New York, John Wiley & Sons.

LaRue, B. (2002). Synthesizing higher education and corporate learning strategies. Handbook of online learning: innovations in higher education and corporate training. K. Rudestam and J. Schoenholtz-Read. Thousand Oaks, Calif., Sage Publications.

LaRue, B. and M. Sobol (2002). The executive master class: Cyberspace and the new frontiers of executive education. Handbook of online learning: innovations in higher education and corporate training. K. Rudestam and J. Schoenholtz-Read. Thousand Oaks, Calif., Sage Publications.

LaRue, B. (1999). Toward a unified view of working, living and learning in the knowledge economy: Implications of the new learning imperative for distributed organizations, higher education and knowledge workers. Doctoral Dissertation, The Fielding Institute, Santa Barbara, Calif.

Presentations and Lectures

November 2007 Keynote Presentation: *Leading Change in the Knowledge-Based Organization*; Defense Logistics Agency (DLA); Tier V Enterprise Leadership Development Program (ELDP) for Senior GS-15 Leaders in mission-critical agency positions.

June 2007 Live Interview: *Evolving Ideas*; Progressive Radio Networks, New York. Hosted by Elaine Smitha.

December 2005 "Transform Your Culture Through Action-Learning Teams." Linkage Next Generation Leadership Conference, Orlando Florida. Co-presented with Major General Robert Ivany, ret. Former President, U.S. Army War College.

September 9, 2003 ***Evolving Ideas***, "The Future of Business." 60 minute **television interview**. Hosted by Elaine Smitha.

September 23, 2003 ***Evolving Ideas***, "Becoming a Knowledge Worker." 60 minute **television interview**. Hosted by Elaine Smitha.

August 18, 2000 **Forward Together, World Trade Center, Tacoma WA:** presented on the topic of systems thinking to a gathering of civic leaders, mayors, city and county council members, business leaders and community members from the Pierce County region. This workshop was based on the ForeverGreen initiative, which focused on the issue of parks and open space in the Pierce County region.

July 26, 2000 **Forward Together, Tacoma Club, Tacoma WA:** presented to a group of civic leaders, mayors, city and county council members and regional business and non-profit foundation leaders on the application of systems thinking principles to the ForeverGreen initiative of the Forward Together foundation. This award winning program focused on the issue of parks and open space in the Pierce County region.

April 16, 2000 **AT&T Wireless Services, Redmond WA:** invited by the Vice President of Operations Support to discuss the implications of major economic and workforce trends on the development of his organization.

April 16, 2000 **AT&T Wireless Services, Redmond, WA:** Invited by the Vice President overseeing new corporate initiatives to discuss the implications of major economic and workforce trends for his organization.

October 11, 1999 **Battelle Pacific Northwest National Laboratory, Richland, WA:** conducted formal presentation to Chief Scientist, senior information technology R&D scientists and staff: "Emerging Challenges and Opportunities in Networked Learning Environments." Participated in two-day workshop with senior computer scientists relating to joint research in advanced data visualization.

October 27, 1998 **Institute for Operations Research and the Management Sciences (INFORMS) international conference: "Partnering for Global Technology Management."** Seattle WA, "Toward a Unified View of Working, Living and Learning in the Knowledge Economy: Implications of the New Learning Imperative for Distributed Organizations, Higher Education and Knowledge Workers."

May 1996, November 1998 **World Academy of Art and Science; Invited Participant: *The Future of Work***, an intensive workshop hosted by Professor Harlan Cleveland at the Hubert H. Humphrey Institute of Public Affairs at the University of Minnesota in May 1996 and the Global Century conference held in Vancouver, BC in November 1998.