

The Heart of Transformation

The Heart of Transformation

*Build the Human Capabilities that Change
Organizations for Good*

Michael J. Leckie



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*Dedicated to those leaders who strive
to make the world of work a better place
for those who work for them.
To lead is a privilege, not a right.*

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ABOUT THE AUTHOR

Michael Leckie has spent his career helping people make sense out of the world around them. He knows that it is the stories we share that guide us in discovering what we might become and living up to all we can be. He has been sharing the stories of change and transformation for over 20 years in all parts of the world. In his work with Gartner's Executive Programs, he led the work to reshape what the idea of help truly meant to Gartner's CXO clients and to ensure that his teams worked with their clients to find the right problems, not just work on solutions to the problems presented. He discovered that it is rarely the technology that is the issue in a digital world, it is our ability to catch up to our technological advances, how we see that digital world and see ourselves in it.

In addition to his time at Gartner, Michael has held global roles for industry-leading companies in both people-centered roles and in general management. Before forming Silverback Partners, Michael was at General Electric's world-renowned Crotonville Leadership Learning Center where he was the Chief Learning Officer for digital industrial transformation. In this role he worked to help a 125-year-old company transform its culture into one suited to a digital world—where change was a core capability of the people and leadership. He was also Chief Learning Officer and Global Head of Talent and Development for Bloomberg.

Michael currently lives in Connecticut with his family. He is privileged to have some wonderful clients with whom he partners to drive change and create the company cultures for a better tomorrow, and to try to fulfill his own personal mission to make the world a better place to live and work, one organization at a time. He places more importance on learning before knowing (you'll find out more about that in the book) and he strives to never take himself too seriously.

If you like what Michael does and says then feel free to reach out and connect via LinkedIn, his website, or a multitude of social media channels. If he can be of help to you, he will.

FOREWORD

Text to come.

ACKNOWLEDGMENTS

Let me just start by apologizing to those whom I am going to inadvertently, but almost surely, leave out of these acknowledgments. I know that this will happen because of two reasons. The first is that I am absolutely fallible. The second is that I have been helped, supported, guided, encouraged, and loved by more people than anyone has a right to, and for that I am deeply grateful. I will do my best here but, if you are one of those whose name does not appear here when it should, know that I will realize this at some point and will try to thank you personally.

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