



Gilburg Leadership Institute (GLI) is a specialized consulting firm devoted to the development of leaders who, in a time of great upheaval and transition, strive to establish sane, healthy, and productive organizations for the sake of generations to come. GLI was formerly known as Growth Dynamics, Inc., which was originally founded in 1986 by Martha Spice, now Martha Johnson Gilburg. She was joined in 1990 by Alan Gilburg, and together they developed the company into a premier leadership development organization, with its flagship program, the Leadership Laboratory[®], receiving excellent reviews from nearly all of its hundreds of participants. In 2003, Martha Johnson Gilburg retired and Alan Gilburg continued to expand the work together with his three children, Deborah, Amy, and Jonathan Gilburg.

GLI believes leadership is personal. The spectrum of tools and leadership philosophies available to modern administrators and executives are only as good as the user of those tools. GLI's programs focus on leaders and emerging leaders as the users of the tools. Depending on the program or service, GLI's process centers on one or all of the following:

- **Knowing yourself:** increasing your emotional intelligence, leading from your strengths and managing your limitations, striving for a balanced life.
- **Aligning your team and organization with its mission:** ensuring your leadership message is consistent and reflected in the organization's structure, goals, priorities and policies, inspecting what you expect.
- **Planning for tomorrow:** identifying, training and mentoring emerging leaders, leaving a lasting legacy for generations to come.

GLI's Laboratory programs rely upon repetition and flexibility to maximize success for participants. By bringing small groups of peers together three or four times over the course of six to eight months, GLI facilitators enhance cohort learning and provide a safe environment where diverse perspectives and experiences add depth and insight to the Lab's content. Participants work on personal goals throughout this iterative program, while building peer support for attentive and conscious leadership practices. This personal approach to leadership is also reflected in GLI's coaching and consulting services.

With clients ranging from United States Department of Agriculture and the Food and Drug Administration to the Massachusetts Springfield Public Schools, the company took on its new name in 2006, and continues to help a growing number of leaders become their own best leadership resource.