

Part II: The Jorgensen Learning Center – A Collective Legacy (1993–2025)

Overview - Founded on the vision and experience of Dr. Raymond Jorgensen, the Jorgensen Learning Center (JLC) emerged from earlier initiatives, including **Quantum** and the **Jorgensen Leadership Center**, between 1993 and 1997. By 1998, JLC had become the formal embodiment of a growing collaborative committed to improving leadership, communication, and culture across various sectors. From its inception, JLC has operated as a dynamic learning organization composed of diverse associates, all united by a shared commitment to **Conversational Leadership**, **systems thinking**, and **organizational transformation**.

Over the past three decades, JLC has partnered with schools, universities, government agencies, corporations, health systems, and nonprofits to develop leadership capacity, enhance team performance, and foster a strong culture. The Center’s legacy includes the development of proprietary tools, frameworks, and practices designed to improve how people think, learn, and lead together.

Capability Statement: At the Jorgensen Learning Center, we believe that leadership is conversation. Every interaction—whether in a meeting, a coaching session, or a moment of feedback—is an opportunity to strengthen trust, alignment, and performance. We work with individuals and organizations to develop the skills, mindsets, and tools needed to lead through complexity and change.

Our offerings are grounded in decades of experience across sectors and are guided by a set of core practices:

- Creating psychological safety
- Practicing disciplined inquiry and advocacy
- Facilitating meetings that matter
- Strengthening team learning and accountability

We don’t offer “training.” We offer transformation—practical, human-centered, and designed for real-world application. Our goal is to help people communicate more effectively, enabling them to think more clearly, make better decisions, and lead more effectively—together.

Founding Philosophy and Signature Methods JLC is known for its creation and stewardship of practical, repeatable tools that turn values into action. Its early tools—including the **Four-Step Meeting Process**, the **Ladder of Inference**(adapted from Chris Argyris), and the **Learning Loop**—emerged from practice-based research and were refined across hundreds of engagements. Key tenets include:

- The Conversation *is* the Relationship
- Inquiry and Advocacy must be held in balance

- Learning occurs when we **slow down to see our thinking**
- Leaders must **close the loop** by returning to others with what they learned

These practices became pillars of school transformation initiatives, Navy Medicine leadership development, corporate change efforts, and cross-sector consulting.

Collaborative Engagements by Sector (1998–2025)

Education (K–12 and Higher Ed) JLC's most sustained work has taken place in public education. With a presence in over 70 districts on Long Island alone, JLC associates have coached superintendents, led principal institutes, and facilitated board retreats. Notable engagements include:

- Nassau BOCES, Western Suffolk BOCES, and Eastern Suffolk BOCES (NY)
- Bellmore-Merrick CHSD, Bay Shore, Freeport, Hewlett-Woodmere, Sachem, Oceanside, and Massapequa (NY)
- Capital Area School Development Association (CASDA)
- Boston College, Capital Area School Development Association (CASDA), Albany, NY
- Pottsgrove (PA), Eastern York (PA), Center Moriches (NY), and Middle Country School District (NY)
- Keynotes and multi-year engagements in Pennsylvania, Florida, Colorado, and Michigan

Government & Public Sector

- U.S. Navy Bureau of Medicine and Surgery (BUMED)
- more than a dozen Navy Medicine commands and triads across the United States, including direct engagements with BUMED, Naval Hospital Jacksonville, and regional leadership teams
- FCCMA Winter Institute (St. Augustine, FL): multiple keynotes
- Florida Clerks of Court
- Leadership and systems thinking sessions for city councils (Cape Coral, Charlotte) and county commissioners (Lee, Charlotte)
- Workshops for police and fire departments in Grand Rapids (MI) and Largo (FL)

Corporate & Organizational Development

- Longstanding partnerships with **State Farm**, **IBM**, **AOL/Time Warner**, and **Barnes & Noble**
- Conversational Leadership workshops with national insurance and healthcare organizations in 25+ states
- Leadership development sessions for AMDOC, Ancilla Technologies, Bostrom, BIDDLE, and diocesan leadership teams

Nonprofits & Civic Engagement

- Rotary International (multiple districts and leadership seminars)
 - YMCA, United Way, and faith-based leadership forums
 - Collaborations with civic organizations in Colorado, New York, and Florida
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Milestones & Publications

- **2000:** JLC delivers keynote and facilitation at the Superintendency Institute of America
 - **2005:** *Meetings That Matter*, published in *The Systems Thinker*
 - **2008–2010:** International presentations in Oman, St. Maarten, and Budapest
 - **2009/2014:** *Oracle of the Obvious* published, co-authored by Ray Jorgensen and Dena Hurst
 - **2010s:** Development of podcast content and online courses begins
 - **2020s:** Integration of JLC tools with virtual delivery, Stoic philosophy, and asynchronous learning modules
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Legacy of the Collective: From 1993 to 2025, JLC has operated not as a consultancy, but as a movement—a consortium of trusted associates who understand that leadership begins in conversation. Dr. Jorgensen remains an active contributor and mentor, but the work belongs to all those who have practiced and refined it across settings.

JLC's legacy is not only the number of clients served, but the relationships sustained, the leaders transformed, and the organizational cultures renewed. This living curriculum continues to evolve, always rooted in the principle that **when people communicate more effectively, they work more efficiently.**