



Alan E. Nelson

Contact Info

e: alannels@marshall.usc.edu or dralanenelson@gmail.com

c: 805.822.7999

w: www.LeadYoungTraining.com

li: <https://www.linkedin.com/in/alan-e-nelson-edd-77067270/>

Overview

Alan E. Nelson is a leadership development specialist, with expertise in the identification of students gifted in organizational leadership and their development. He currently serves as the Los Angeles Chair of the Institute for Management Studies, is an adjunct professor at USC Marshall School of Business and Lecturer of Management at the Naval Postgraduate School. He is a social

entrepreneur, designing and developing the first, organizational leadership training curricula for ages 3-23, along with publishing 20 books and over 200 articles for popular and professional audiences. Alan is the founder of KidLead Inc., a non-profit that trains people to use his training programs globally.

Education

Ed.D. University of San Diego, School of Education, 1994
Leadership

M.A. California State University-Sacramento, School of Communication, 1985
Psychology-Communication

B.A. Olivet Nazarene University, School of Religion, 1980
Biblical Literature

Current Roles

Alan E. Nelson is an adjunct professor at USC Marshall School of Business and a Lecturer of Management at the Naval Postgraduate School, where he teaches leadership and organizational behavior related courses in the MBA/EMBA programs. Alan is also the founder of LeadYoung Training Systems, the world's first organizational leadership training curricula for 3-23 year olds modeled after executive programs.

Teaching Interests

Organizational behavior and theory, leadership, organizational design and change, management of groups and teams, young leader development, writing and oral communication, and message design

Teaching Experience (partial list / strong student feedback)

Adjunct Professor University of Southern California (2017-present)

Human Capital Performance and Motivation

Marshall School of Business graduate program, teaching MOR551, 2017 & 2018

Organizational Change and Leadership

Marshall School of Business EMBA program, Spring, 2017 (4.83 student reviews)

Lecturer of Management Naval Postgraduate School, 2010-Present

Communication for Managers and Organizational Systems and Structures

(MBA & EMBA students in the School of Business and Public Policy)

Other projects/roles: Navy research on the integration of men & women into the Navy SEALs, Army Cost Management Certification training, and Center for Executive Ed (now teaching via VTC due to 2015 move)

Adjunct Professor University of La Verne

Organizational Change and Conflict

Teaching an undergrad class on the Burbank campus, Winter term, 2017

Organizational Design

Graduate class, Spring term, 2017

Visiting Assistant Professor of Business Administration, Pepperdine University (2015-2016 academic year)

Teaching organizational behavior classes full time in the Seaver College on the Malibu Campus

Adjunct Professor at Hartnell College, 2014

Public Speaking & Org Communication

Adjunct at Indiana Wesleyan University, 2004

Leadership and Organizational Change

The role of the leader involved in change principles (grad school)

Adjunct at Bethel Seminary, 2007

Organizational Change

Organizational change principles contextualized for churches (doctoral students)

Adjunct at Denver Seminary, 2008

Equipping People for Service

Developing and mobilizing teams of people for congregational and community service (doctoral students)

Research Interests

- Case study grant received from USC, regarding org culture change at California Resources Corp., for distribution by Harvard Business Review (completion Jan., 2018)
- Launch of LeadYoung Institute, a community-based program to identify and develop, 10-18 year olds gifted in organizational leadership (www.LeadYoungTraining.com).
- Social climate impact in schools of student catalysts
- Global cultural perceptions of young leaders; identification and development

Publication in Periodicals (partial list of over 200 published works)

- Reviewer, California Management Review (UC Berkley Haas School of Business)
- Regular columnist for L.A. Biz on leadership development issues (since fall, 2016)
- Co-author of chapter on research related to the integration of women into the Navy SEALs
- The O factor white paper (LeadYoung) 2016
- The difference between leaders and managers, School Business Affairs Oct, 2015, pages 8-10.
- Identifying and unleashing your student leaders, AMLE Magazine Vol 3 No 3, pages 8-10.
- Regular contributor to Student Leadership Activities magazine (2010-2013), published by NASSP.
- Stepping in early to grow great leaders, Leadership in Action Jan/Feb, 2010, pages 21-24.
- The X-factor, K Sep/Oct, 2009, pages 54-57.
- An exponent proponent, Leadership For Student Activities Dec, 2009, page 21.
- 3-D Leadership, Rev! Sept/Oct, pages 92-98 (2008).
- Are you a control freak?, Rev! Mar/Apr, 2007, 44-49.
- Me to we, Rev! Sep/Oct, 2007, pages 65-68.
- Make it stick. Rev! Nov/Dec, 2006, pages 53-58.
- Measuring your vision, Rev!, Jan/Feb, 2006, pages 47-54.

Books (partial list of published books)

- The O Factor (2016) Summit Crest Pub., Fort Collins, CO.
- What I Wish I'd Known about Leading (2013). Charlotte, SC: CreateSpace.
- The Unum Adventure (2013). Charlotte, SC: CreateSpace.
- Leader Lessons (2013). Charlotte, SC: CreateSpace.
- The Secret of People (2012). Monterey, CA: LeadYoung.
- LeadYoung (2012). Charlotte, SC: CreateSpace.
- How to Bring Out the Leader in Your Child (2013). Charlotte, SC: CreateSpace.
- The Power of a New Attitude (2009). Grand Rapids, MI: Spire.
- Me to We (2007). Loveland, CO: Group Publishing.
- Creating Messages That Connect (2004). Loveland, CO: Group Publishing.
- Spirituality and Leadership (2002). Colorado Springs, CO: NavPress.
- Embracing Brokenness (2002). Colorado Springs, CO: NavPress.

Training Curricula (LeadYoung Training Systems)

- LeadNow: Fifty hours of active learning, leadership training curriculum for ages 10-13
- LeadWell: Thirty hours of active learning, leadership training curriculum for ages 14-25
- KiddieLead: Twenty hours of active learning, leadership training curriculum for ages 2-5; including co-authoring 4 storybooks
- Lead1st: Twenty hours of active learning, leadership training curriculum for ages 6-9, including the book, "The Unum Adventure"

Research/Conference Presentations (partial list)

- *Assessing Your Schools Student Leadership Program* presented at CADA conference, 2017
- *Interagency Coordination and Women Peacekeepers (DOD funded project for the US Navy)*
- *Integration of Women into the SEALs (DOD funded project for the US Navy)*
- *Identifying and Developing Young Leaders*, presented at CA Charter School Conference; CADA Conference, & CPC, San Diego, CA, 2010-2013
- *Developing Dynamic Student Leaders*, presented at the California Association of Independent Schools, North Hollywood, CA, March, 2010.
- *Developing Dynamic Student Leaders*, presented at Association of Christian Schools International, Anaheim, CA, November, 2009.
- Numerous school and community group presentations

Certifications

- Certified by the American Society of Training and Development as a trainer, 2006
- Certified by the Center for Creative Leadership in assessment instruments, 2007

Teaching Philosophy

Learning is a truly sublime experience when it happens. Like a three-legged stool, it involves a synergy between content, student, and teacher. Each of these bring its own dynamic to the mix. Great instructors are not so much info dumpers as they are learning facilitators, creating an environment where idea discovery takes place. The teacher is primarily responsible for nurturing an atmosphere for learning.

At the under-grad level, where life is experience is less and ideology is heightened, a class experience must have strong content and then a safe place for students to interact with each other, stay on task, and do exercises that engage them with relevance and create a desire for further learning. I use active learning, media, quizzes for accountability, and mini-lectures that doing last longer than 20 minutes.

My strategy toward graduate and doctoral students is to develop interpersonal, analytic, and management skills, relevant in organizational contexts. I use a combination of texts, media, case studies and active learning methods to heighten relevance and maximize engagement. Because greater life experience exists, a more Socratic approach is used to engage students in discussions and dialogue. Group exercises and discussions maximize students' interactions with each other. The result is praxis, the practical application of theories-concepts in terms of real life learning, resulting in deeper awareness and thinking processes.

References

- Queenie Taylor, Management and Organization (USC Marshall School of Business), 213.740.0754, qtaylor@marshall.usc.edu
- Hilary Squire, Seaver College Business Administration Division (Pepperdine U), 805.807.1447, Hilary.squire@pepperdine.edu
- Bill Gates, Dean of School of Business and Public Policy at Naval Postgraduate School, 831.656.2471, mvosson@nps.edu (Mary Lou Vossen, Exec. Assist.)

Personal Info

Married to Nancy Nelson for 36 years, a leader in the senior health care industry and formerly on John Maxwell's leadership staff. She is the Executive Director of Sunrise Senior Living in West Hills, CA. The Nelsons have three grown sons:

Jeff (30), MDiv; resident coordinator at Duke University, Durham, NC (Married to Angela; parents to daughter, Juniper)

Josh (28) MBA/MRED grad of USC and now at Calida Group in Las Vegas, NV.

Jesse (23) BS grad of Westmont College, Santa Barbara, CA and Certified Strength and Conditioning Specialist; EXOS & LA Dodgers (MLB) intern

Alan (58) & Nancy live in Thousand Oaks, CA. Alan enjoys family gatherings, tennis, movies, eating out, travel, reading, and writing.