

**Meno Consulting has Professional Sport Turnaround Research  
Published in Journal of Leadership and Organizational Studies**

Morgantown, W.Va., February 2, 2010 – Research conducted by Meno Consulting Managing Partner Joe Frontiera, PhD, will appear in the February 2010 edition of *The Journal of Leadership and Organizational Studies*, a peer reviewed, quarterly publication.

Frontiera interviewed owners and general managers in professional sport who had conducted successful organizational turnarounds. Interviewees, including Dan Rooney (owner, Pittsburgh Steelers), Bill Polian (President, Indianapolis Colts), Jeffrey Lurie (Owner, Philadelphia Eagles), and Bill Stoneman (former GM, Los Angeles Angels of Anaheim), each told the story about how they were able to impact positive change in the front office that extended to the field.

From the data gathered, Frontiera developed the *Culture Change Cycle*, which is the process by which organizations are able to impact positive change. “The Culture Change Cycle is important, as it provides a framework that professional sport teams can work from as they approach their own unique turnaround projects,” says Frontiera.

Edited by Fred Luthans and John Slocum, The Journal of Leadership and Organizational Studies is the Official Journal of the Midwest Academy of Management. The Journal publishes articles to advance the theory, research and practice of all aspects of leadership and organizations.

Meno Consulting represents a progressive approach to consulting services for corporate, non-profit, and athletic organizations, focusing on team and leadership development. The primary mission of Meno Consulting is to optimize individual and organizational performance through the promotion of effective teams and leaders.

For more information on Meno Consulting and its services, go to [www.menoconsulting.com](http://www.menoconsulting.com).