

# ORGANIZATIONAL LEARNING AND DEVELOPMENT FROM AN EVIDENCE BASE

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By comparison, the strip club-neon aglow, theater lights twinkling----looked warm, cozy. Welcoming. Her brothers' solemnity irritated Agnes. They appeared to be taking this reading seriously, as though it were far more than just a little after-dinner entertainment. Slow deep breathing forgotten, gasping like a drowning swimmer, a sudden sweat dripping from his brow, Junior used one foot to prod the fallen man. This back blow wasn't just sport, either, but more like Vietnam as lie sometimes told women that he remembered it. As though pitched by a grenade blast, Junior went from his feet to the floor with chin-rapping impact, teeth guillotining together so hard that he would have severed his tongue if it had been between them. He doubted the Studebaker would ever be found, but successful men were, without exception, those who paid attention to detail. His first word after mama was papa, which she taught him while showing him pictures of Joey. His third word: pie. The previous day, Jacob and Edom had driven back to Bright Beach, to prepare for Barty's arrival. Now they hurried down the back porch steps and across the lawn, as Maria followed the driveway past the house and parked near the detached garage at the rear of the deep property. Kennedy, whose portraits hung side by side, the girl revealed to their mom and dad what had been done to her and also what, in her despair. Opening his eyes blinking back his tears just as more agonizing contractions knotted his abdomen, he could see ribbons of red in the watery green mess that gushed from him. Bright red. Gastric blood would be dark. This must be pharyngeal blood. Unless an artery had ruptured in his stomach, torn by the incredible violence of these intransigent spasms, in which case he was puking his life away. She didn't have experience with guns, but having seen him trying to press cartridges into the magazine, she knew how to load. She inserted one round. Then a second. Enough. By the time they reached the seventh painting, alcohol and rich French cuisine and Jack Lientery's powerful art combined to devastate Frieda. She shuddered, leaned with one hand on a canvas, hung her head, and committed an act of bad PR. Taking her mother's advice to heart, Celestina sighed. "All right. Let's just pray they catch him. But if they don't ... two weeks, and then the rest of the plan, the way you said, Tom. Except that I can't tolerate two weeks-in a hotel, cooped up, afraid to go into the streets, no sun, no fresh air." Junior found no answers before the owner of the diner blocked him from proceeding out of the kitchen into the storeroom and the service alley beyond. Simultaneously sweating and chilled, Junior cursed him, and the confrontation became ugly. The Spruce Hills Police Department was far too small to have a full-blown Scientific Investigation Division. And if the tableau presented to them appeared convincing enough, they might accept the death as a freak accident and never turn to the state police for technical. Celestina had chosen to shelter the bastard boy, and in so doing, she had declared herself to be Junior's enemy, though he'd never done anything to her, not anything. She didn't deserve him, really, not even one quick bang before the bang of the gun, and maybe after he shot Ichabod, he'd let her beg for a taste of the Cain cane, but deny her. Her voice grew thinner when she spoke to Angel, but in this new frailty, Barty heard such love that he shook at the power of it. "God's in you, Angel, so strong you shine, and nothing bad at all." Kitchen to dining room, dining room to hallway, keeping his back to the wall, easing quickly along, then into the foyer. Wait here, listening. Eventually he put the quarter on the nightstand, switched off the lamp, and slipped into bed. His thought had been that Reverend White might find in Agnes, Bright Beach's beloved Pie Lady, a subject who would inspire a sequel to the sermon that had so deeply affected Paul-who was neither a Baptist nor a regular churchgoer-when he had heard it on the radio more than three years ago. The sign promised topless dancers. Although Junior had been in San Francisco for over a week, he had not yet sampled this avant-garde art form. He got in the Suburban, pulled the door shut, but didn't at once start the engine. If that was the bright side, however, it was a piss-poor bright side (no pun intended), because he was still stuck in this men's room with a corpse, and he couldn't stay here for the rest of his life, surviving on tap water and paper-towel sandwiches but he couldn't leave the body to be found, either, because the police would be all over the gallery before the reception ended, before he had a chance to follow Celestina home. He wiped the steering wheel and every surface that he might have touched during the drive from Victoria's to the detective's place, where he'd acquired the gardening gloves that he still wore. He got out of the car and, with the door open, wiped the exterior handle. Alone with Agnes, the physician said, "I want you to take Barty to a specialist in Newport Beach. Franklin Chan. He's a wonderful ophthalmologist and ophthalmological surgeon, and right now we don't have anyone like that here in town." He was uncomfortable, achy, thirsty, but he remained utterly still and observant. After a while, he realized that the sense of oppression with which he'd awakened was not entirely a psychological symptom: Something heavy lay across his abdomen. And it was cold-so cold, in fact, that it had numbed his middle to the extent that he hadn't immediately felt the chill of it. Shivers coursed through him. He clenched his jaws to prevent his teeth from chattering and thereby alerting the man in the chair. Although he never took his eyes off the corner, Junior became preoccupied with trying to puzzle out what was draped across his midsection. The mysterious observer made him sufficiently nervous that he couldn't order his thoughts as well as usual, and the effort to prevent the shivers from shaking a sound out of him only further interfered with his ability to reason. The longer that he was unable to identify the frigid object, the more alarmed he became. He almost cried out when into his mind oozed an image of Naomi's dead body, now past the whitest shade of pale, as gray as the faint light at the window and turning pale green in a few places, and cold, all the heat of life gone from her flesh, which was not yet simmering with any of the heat of decomposition that would soon enliven it again. He moved the shaker across the tablecloth, rocking it back and forth to convey that he was strolling without a care in the world. Caught unaware by the joke, she laughed. "Well, I'm glad to know I'm good for something. Is there maybe a special pie you'd like me to make today?". In a few instances, when his suspicions were aroused in spite of their denials, Junior tracked down their residences. He observed them in the flesh and made additional-and subtle-inquiries of their neighbors until he was satisfied that his quarry was elsewhere. Besides, Junior was reluctant to kill Vanadium, for real this time, and risk discovering- that the detective's filthy-scabby-monkey spirit would in fact prove to be a relentless haunting presence that gave him no peace. Indeed, even the distinct fragrance of pulp paper, yellow with age, was alone sufficient to start him fantasizing. The guy appeared vulnerable, his arms occupied with the kid and the bag, and Junior

considered bursting out of the Mercedes, striding straight to the Celestina-humping son of a bitch, and shooting him point-blank in the face. Brain-shot, he would drop quicker than if the headless horseman had gotten him with an ax, and the kid would go down with him, and Junior would shoot the bastard boy next, shoot him in the head three times, four times just to be sure..Crouching beside the boy as he rubbed a brighter shine onto the granite, Agnes said, "Barty, honey, why are you ....Agnes had struggled recently to find a way to explain to Barty that his uncles had lost their hope, to convey also what it meant to live without hope-and somehow to tell the boy all this without burdening him, at such a young age, with the details of what his monstrous grandfather, Agnes's father, had done to her and to her brothers. The task was beyond her abilities. The fact that Barty was a prodigy six times over didn't make his mother's work easier, because in order to understand her, he would require experience and emotional maturity, not just intellect..The birthmarked man identified himself as Detective Thomas Vanadium. He did not use the familiar, diminutive form of his name, as had the doctor, and his voice was as uninflected as his face was flat and homely.."Wouldn't live in the Caribbean if you paid me," Bill said. "All that humidity. All those bugs.".The baby felt too light to be real. She weighed five pounds fourteen ounces, but she seemed lighter than air, as though she might float up and out of her aunt's arms..Barty, she explained, would be rich in many ways. Financially rich, but also rich in talent, in spirit, intellect. Rich in courage, honor. With a wealth of common sense, good judgment, and luck..Stepping into her digs was like passing through a time machine into another century, traveling in space, as well, to the Europe of Louis XIV. The expansive, high-ceilinged rooms overwhelmed the eye with the rich somber colors and the heavy forms of Baroque art and furniture. Shells, acanthus leaves, volutes, garlands, and scrolls-often gilded decorated the museum-quality antique Bombay chests, chairs, tables, massive mirrors, cabinets, and etageres..She had expected horror, although perhaps not a horror quite as stark as this, and she had also expected to be crushed by it, destroyed, because although she was able to survive any misery that might be visited upon her, she didn't think that she possessed the fortitude to endure the suffering of her innocent child. Yet she listened, and she received the terrible burden of the news, and her bones did not at once turn to dust, though unfeeling dust was what she now preferred to be..While Angel continued her relentless interrogation of Paul Damascus, Tom joined her mother in front of the large window at the end of the room farthest from the dinner table..Being blind had few consolations, but Barty found that not being able to look at his uncles' files and books was one of them. In the past, he never really, in his heart, wanted to see those pictures of dead people roasted in theater fires and drowned bodies floating in flooded streets, but a few times he peeked. His mom would have been ashamed of him if she'd discovered his transgression. But the mystery of death had an undeniable creepy allure, and sometimes a good Father Brown detective story simply didn't satisfy his curiosity. He always regretted looking at those photos and reading the grim accounts of disaster, and now blindness spared him that regret..With only a faint twinge of sentimental longing, he drove away from the house that had been his and Naomi's love nest for fourteen blissful months..With one tiny hand, Barty reached up for his mother. She gave him her forefinger, to which the sugar-bag boy clung tenaciously.."He's not a real contemporary person, not anyone Cain needs to fear. So how did he develop this obsession with finding someone named Bartholomew?" He met Celestina's eyes, as if she might have answers for him. "Is there a real Bartholomew? And how does this tie in with his assault on you? Or is there any tie-in at all?".It occurred to her that the knave had come, as foretold by the cards on that night long ago. She had expected the knave to be a man with sharp eyes and a wicked heart, but the curse was cancer and not a man at all.."We want the scary one, 'specially if it has spiders, Pixie Lee said squeakily but defiantly..If he was left standing on the porch, the visitor would circle the house, peering in windows where the drapes were not drawn, trying the doors in hope of finding one unlocked. Fearful that Victoria was sick or injured, that perhaps she had slipped on a pat of butter and cracked her Mad against the corner of an open oven door, he might try to force his way inside, break a window. Certainly he would go to the neighbors to call the police..His leonine head and bold features, framed by golden hair, should have conveyed strength, but the impression he might have made was compromised by a fringe of bangs that curled across his forehead, a style unfortunately reminiscent of effete emperors of ancient Rome..On the High Marsh.Jacob intended to carry the luggage, and Edom announced that he would carry Barty. The boy, however, insisted on making his own way to the house..When the attorney finally came on the line, he sounded put-upon, as though Junior were the equivalent of a troublesome toe that he would like to shoot off.."Here we are," said the driver, braking to a stop at the curb in front of the gallery..Junior Cain was committed to continuous self-improvement. He believed in the need constantly to expand his knowledge and horizons order to better understand himself and the world. The quality of life was solely the responsibility of oneself he author of How to Have a Healthier Life through Autohypnosis was Dr. Caesar Zedd, a renowned psychologist and best-selling author of a dozen self-help texts, all of which Junior owned in addition to the literature that he had acquired from the book club. When he had been only fourteen, he'd begun buying Dr. Zedd's titles in paperback, and by the time he was eighteen, when he could afford to do so, he'd replaced the paperbacks with hardcovers and thereafter bought all the doctor's new books in the higher-priced editions. The collected works."I can talk to you," he said to Salk. "You'll understand. She was here, the only one I ever knew till I met you. I've read about them all my life, in pulp magazines and paperbacks. But Perri ... she was the real thing. She didn't save tens of thousands-hundreds of thousands of children like you've done, didn't change the world as you've changed it, but she faced every day without complaint, and she lived for others. Not through them. For them. People called her to share their problem, and she listened and cared, and they called her with their good news be cause she took such joy in it. They asked for her advice, and though she was inexperienced, really, so short of experience in so many ways, she always knew what to say, Dr. Salk. Always the right thing. She had great heart and natural wisdom, and she cared so much.".Her elegance was appealing. A pink Chanel suit with knee-length skirt, a strand of pearls. Her figure was spectacular, but she didn't flaunt it. She was even wearing a bra. In this age of bold erotic fashion, her more demure style was enormously seductive..Barty approached stair climbing as a mathematical problem, calculating the precise movement of each leg and placement of each foot necessary to successfully negotiate the obstacle. He proceeded less slowly on the next three steps than he had on the first three, and thereafter he ascended with growing confidence, pumping his legs with machinelike precision..Sometimes Barty could be fierce in his independence-his mother told him so-and now he rebuffed Angel too sharply. "I don't want to be waited on. I'm not helpless, you know. I can get sodas myself" By the time he reached the doorway, he felt sorry for his tone, and he looked back toward where the window seat must be. "Angel?".Unerringly, in the darkness, he found her face with both hands. Smoothed her brow. Traced her eyes with fingertips. Her nose, her lips. Her cheeks..One apartment to the right, one to the left. Junior went to the right, to Apartment 1, where he'd seen the lights come on behind the curtained windows..Unsupervised meditation without seed, in sessions longer

than an hour, entails risk. To his horror, Junior would discover some of the dangers in September..Devil mountains, sacred islands, sacramental rivers and cities, Jesuits: These spiritual references at every turn made Junior uneasy. This was a haunted night, no doubt about that. He wouldn't have been greatly surprised if he had glanced at his rearview mirror and seen Thomas Vanadium's blue Studebaker Lark Regal closely tailing him, not the real car raised from Quarry Lake, but a ghostly version, with the filthy-scabby-monkey spirit of the cop at the wheel, an ectoplasmic Naomi at his side, Victoria Bressler and Ichabod and Bartholomew Prosser and Neddy Gnathic in the backseat: the Studebaker packed full of spirits like a bozo-stuffed clown car in a circus, though there would be nothing funny about these revenge-minded spooks when the doors flew open and they came tumbling out..Many police agencies required an officer to carry a firearm even when off duty. If the Oregon State Police had no such rule, Vanadium most likely carried one anyway, because in his crazy-as-a-snake mind,.Kaitlin had the piercing voice and talent for vituperation that marked her as a member of the Hackachak tribe, but for now she was content to leave the vocal assault to her parents. The stare with which she drilled Junior, however, if brought to bear on a promising geological formation, would core the earth and strike oil in minutes..Celestina often thought of his wife and twin boys-Rowena, Danny, and Harry--dead in that airliner crash six years ago, and sometimes she was pierced by a sense of loss so poignant that they might have been members of her own family. She grieved as much over their loss of Wally as over his loss of them, and as blasphemous as the thought might be, she wondered why God had been so cruel as to sunder such a family. Rowena, Danny, and Harry had crossed all waters of suffering and lived now eternally in the kingdom. One day they would all be rejoined with the special husband and father they had lost; but even the reward of Heaven seemed inadequate compensation for being denied so many years here on earth with a man as good and kind and big of heart as Walter Lipscomb..out of hand. "Well ... yes, I suppose so." Spineless, unethical quack bastard, Junior thought bitterly..He was, in fact, a first-rate driver, with an impeccable record at the age of thirty: no traffic citations, no accidents..The diarrhea was over, finished, part of the past. Long ago he had learned never to dwell on the past, never to be overly concerned about the worries of the present, but to be focused entirely on the future. He was a man of the future..Later, at home in bed, after Nolly proved the value of oysters, he and Kathleen lay holding hands. Following a companionable silence, he said, "It's a mystery."..Celestina wanted nothing to do with it, was offended by the very sight of it, and she..Since her conversation with Joshua Nunn the previous Thursday, she'd had more than four days to armor herself for the worst. She prepared for it as well as any mother could while still holding on to her sanity.."I'm paying," Celestina insisted when they were seated. "I'm now a successful artist, with untold numbers of critics just waiting to savage me."..Edom observed, amazed, as Agnes chatted up their host, going from Mr. Sepharad to Obadiah, from the doorstep to the living room, the pie delivered and accepted, coffee offered and served, the two of them pleased and easy with each other, all in the time that it would have taken Edom himself to get up the nerve to cross the threshold and to think of something interesting to say about the Galveston hurricane of 1900, in which six thousand had died..Perrri had been crippled seventeen years before Jonas Salk's vaccine had spared future generations from the curse of polio..But both the Church and quantum physics contend there is no such thing. Coincidence is the result of mysterious design and meaning--or it's strange order underlying the appearance of chaos. Take your pick. Or, if you choose, feel free to believe that they're one and the same..Hope became easier to sustain when late 1966 and 1967 brought the biggest advance in women's fashions since the invention of the sewing needle: the miniskirt, and then the micromini. Already, Mary Quant-of all things, a British designer-had conquered England and Europe with her splendid creation; now she brought America out of the dark ages of psychopathic modesty..Impressed by the sureness and swiftness with which the blind boy negotiated the steps and set off across the lawn, Tom didn't initially notice anything unusual about his stroll through the deluge..Neddy occupied the entire spacious fourth floor of the house. The third and second floors were each divided into two apartments, the ground floor into four studio units, all of which he rented out..Everywhere in the fabled city, calves and knees and magnificent expanses of taut thighs were on display. This brought out the dreamy romantic in Junior, and more than ever he yearned desperately for the perfect woman, the ideal lover, the matching half of his incomplete heart..A calico cat appeared at Tom's side, running, pacing him. Cats were witches' familiars. Good luck or bad, this cat?.As soon as he was alone, however, Junior yearned for the nurse to return. Alone, he felt vulnerable, threatened..One of the coin seekers knocked against Junior, jarring him loose of his paralysis, but when he stumbled out of the line of fire of the second vending machine, a third machine shot quarters at him..Max hung up. The Ansaphone made a series of small robot-mouse noises and then fell silent.."Does my dad like Christmas?" Barty asked, sitting on the grave grass in front of the headstone..The quarter, surely. The one that had not been in his robe pocket where it should have been, the previous Friday..From a cutlery drawer, Tom withdrew a knife. The largest and sharpest blade in the small collection..Dr. Daines spoke with Celestina in the corridor, outside the door to 724. Some of the passing nurses were nuns in wimples and full-length habits, drifting like spirits along the hallway.."He'll just think I'm an incompetent detective. If he comes around wanting his five hundred bucks back, I'll give it to him."..Tom was alone. The place should be silent. Hanna Rey, the housekeeper, wasn't scheduled to arrive until ten o'clock..This thought startled Agnes, disturbed her-yet, inexplicably, it also poured a measure of warm comfort into her chilled heart..Junior wanted to shoot all of them, but he said, "Take it. Keep it. Get it the hell out of here."..Avoiding the graveled driveway, on which he was more likely to scuff his freshly polished loafers, he approached the house across the lawn, beneath the moon-sifting branches of a great pine that made itself useless for Christmas by spreading as majestically as an oak..He had the capacity to be exceptional at anything to which he applied himself. Bob Chicane had been right about that: Junior was far more intense than other men, possessed of greater gifts and the energy to use them.

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