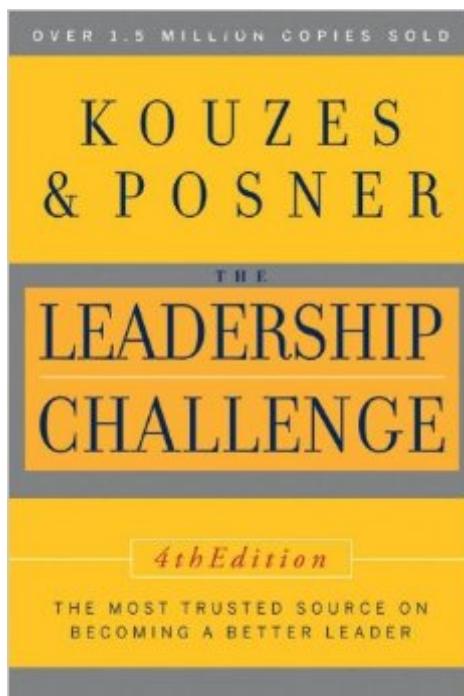


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The Leadership Challenge, 4th Edition



Synopsis

The most trusted resource on becoming a leader is now updated and revised for a new generation. This leadership classic continues to be a bestseller after three editions and twenty years in print. It is the gold standard for research-based leadership, and the premier resource on becoming a leader. This new edition, with streamlined text, more international and business examples, and a graphic redesign, is more readable and accessible than ever before. The Leadership Challenge, Fourth Edition, has been extensively updated with the latest research and case studies, and offers inspiring new stories of real people achieving extraordinary results. The authors' central theme remains the same and is more relevant today than ever: "Leadership is Everyone's Business." Their "five practices" and "ten commitments" have been proven by hundreds of thousands of dedicated, successful leaders. This edition, with almost one-third new material, emphasizes the global community and refocuses on business leaders.

Book Information

Paperback: 416 pages

Publisher: Jossey-Bass; 4 edition (August 4, 2008)

Language: English

ISBN-10: 0787984922

ISBN-13: 978-0787984922

Product Dimensions: 6 x 1.1 x 8.9 inches

Shipping Weight: 1.1 pounds

Average Customer Review: 4.4 out of 5 stars See all reviews (155 customer reviews)

Best Sellers Rank: #41,051 in Books (See Top 100 in Books) #66 in Books > Politics & Social Sciences > Politics & Government > Elections & Political Process > Leadership #129 in Books > Textbooks > Business & Finance > Management #637 in Books > Business & Money > Management & Leadership > Leadership

Customer Reviews

I've read a large number of books on leadership and management over the years. The Kouzes and Posner "The Leadership Challenge" does a good job of providing an easy to read overview which helps leaders in all levels of an organization learn and grow. It's important to note that this is not meant to be a "solutions for specific situations" handbook. Rather, it provides that core level of understanding to give you a foundation, so that as you progress and pick up other "how to" books you have that base support beneath you to keep you grounded in a healthy, productive

direction. There are many first person stories in here to illustrate their points. They are presented with a variety of individuals from different backgrounds and management levels. This is great - it means no matter where the reader is in their career, they can relate directly to at least some of the stories. Sometimes books are tempted to only interview CEOs of gigantic companies, which might be cool for status reasons, but it does little to help the majority of their readers with their actual issues. The Leadership Challenge makes the stories accessible to all. The key practices laid out in this book are:^{*} model the way^{*} inspire a shared vision^{*} challenge the process^{*} enable others to act^{*} encourage the heartIf you sit down with a hefty challenge that leadership has faced in your company, and then compare the progress of the challenge against these five practices, you can see very powerful correlations between what went well and poorly and these practices. There are not just touchy-feely "nice to have" ideas.

Bernard Carabello is a survivor from Willowbrook. I have the privilege of knowing him and working with him serving the same population of developmentally disabled individuals. The other day, I decided to Google him. His name yielded many articles, as well as images of him with President Clinton and other global personalities. I saw him the next day to tell him how impressed I was and how appreciative I was of the leadership he has shown throughout his life. He innocently (and, to me, profoundly) responded, "Can I Google you?" Anyone who feels confounded and paralyzed in their career needs to read, "The Leadership Challenge." Why? Because this is as much a book about leaders as followers... as much about elected representatives as it is about constituents... as much about bosses as it is about employees. "The Leadership Challenge" is not meant to be a passive read, so forgive my personal application: that is the point. First, the "born leader" is a myth. Sure, genes may favor good looks and a gregarious personality; chance of birth may favor riches. But there are too many exceptions to paint with that broad a brush. (Besides, everyone is born.) The fact is that leadership is a skill set. And, regardless of your position, it is a skill set worth learning. The authors remind us that "there is no substitute for who and what you are," meaning that our leadership skills are as unique as our leadership opportunities. Nor is it about mimicry or rote recall. Like many, I have had significant course corrections in my life. When someone observes a tangible accomplishment from my past, I am told, "you missed your calling." No, I am here. Use me now.

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