

# Just Ask Leadership Just Ask Leaders

L. David Marquet

**Just Ask Leadership: Why Great Managers Always Ask the Right Questions** Gary B. Cohen, 2009-08-28 John T. Chain, Jr., rose from a second lieutenant to four-star general and led our national missile defense program. Mike Harper led ConAgra Foods from \$636 million to \$20 billion in 20 years and increased its stock value 150 times over. Ask Gary Cohen what these remarkable leaders have in common and his answer will be straightforward: They use questions to generate fresh ideas, inspire committed action, and build an army of forward-thinking leaders. In *Just Ask Leadership*, Cohen steers you away from the all-too-common idea that if you don't assert yourself with strong statements, you will not be respected. On the contrary, statistics prove that 95 percent of employees prefer to be asked questions rather than be told what to do. Involving employees and colleagues in decision making processes builds an environment rich with energy, excitement, and innovative problem solving. *Just Ask Leadership* outlines not only specific questions to ask in certain contexts, but also how to implement question-based leadership as a whole. Learn how to Spend more time on long-term goals—and less on short-term crises Build a culture of accountability Create unity and trust throughout your workforce Steer decision making to the most appropriate parties Develop rapport while instilling respect When you ask questions, you show respect—and you are respected in turn. It is that simple. A combination of Cohen's proven expertise and interviews with nearly 100 highly effective leaders, *Just Ask Leadership* explains how to harness the power of questions to make your organization more competitive, more profitable, and a better place to work.

**Good Leaders Ask Great Questions** John C. Maxwell, 2014-10-07 A #1 New York Times bestselling author and leadership expert answers questions from his readers about what it takes to be in charge and make a difference. John Maxwell, America's #1 leadership authority, has mastered the art of asking questions, using them to learn and grow, connect with people, challenge himself, improve his team, and develop better ideas. Questions have literally changed Maxwell's life. In *GOOD LEADERS ASK GREAT QUESTIONS*, he shows how they can change yours, teaching why questions are so important, what questions you should ask yourself as a leader, and what questions you should be asking your team. Maxwell also opened the floodgates and invited people from around the world to ask him any leadership question. He answers seventy of them--the best of the best--including . . . What are the top skills required to lead people through difficult times? How do I get started in leadership? How do I motivate an unmotivated person? How can I succeed working under poor leadership? When is the right time for a successful leader to move on to a new position? How do you move people into your inner circle? No matter whether you are a seasoned leader at the top of your game or a newcomer wanting to take the first steps into leadership, this book will change the way you look at questions and improve your leadership life.

**Just Ask Leadership** Fenn, 2009-12 How to strategically question an organization to greatness The only way to find the right answer is to ask the right questions. *Just Ask Leadership* helps anyone from department heads to CEOs direct, empower, and motivate their people by asking high-quality, open-ended questions. The author unveils three dynamic processes that great leaders must build into their organization: gaining perspective, evaluating performance, and conducting energy. This fosters the positive communication necessary for directing, empowering, and motivating people.

**Just Ask Leadership** Gary B. Cohen, 2000

**Leaders Eat Last** Simon Sinek, 2017-05-23 Finally in paperback: the New York Times bestseller by the acclaimed, bestselling author of *Start With Why* and *Together is Better*. Now with an expanded chapter and appendix on leading millennials, based on Simon Sinek's viral video *Millennials in the workplace* (150+ million views). Imagine a world where almost everyone wakes up inspired to go to work, feels trusted and valued during the day, then returns home feeling fulfilled. This is not a crazy, idealized notion. Today, in many successful organizations, great leaders create environments in which people naturally work together to do remarkable things. In his work with organizations around the world, Simon Sinek noticed that some teams trust each other so deeply that they would literally put their lives on the line for each other. Other teams, no matter what incentives are offered, are doomed to infighting, fragmentation and failure. Why? The answer became clear during a conversation with a Marine Corps general. Officers eat last, he said. Sinek watched as the most junior Marines ate first while the most senior Marines took their place at the back of the line. What's symbolic in the chow hall is deadly serious on the battlefield: Great leaders sacrifice their own comfort--even their own survival--for the good of those in their care. Too many workplaces are driven by cynicism, paranoia, and self-interest. But the best ones foster trust and cooperation because their leaders build what Sinek calls a Circle of Safety that separates the security inside the team from the challenges outside. Sinek illustrates his ideas with fascinating true stories that range from the military to big business, from government to investment banking.

**The Future Leader** Jacob Morgan, 2020-02-26 WINNER OF CMI MANAGEMENT BOOK OF THE YEAR 2021 Are you a future-ready leader? Based on exclusive interviews with over 140 of the world's top CEOs and a survey of nearly 14,000 people. Do you have the right mindsets and skills to be able to lead effectively in the next ten years and beyond? Most individuals and organizations don't even know what leadership will look like in the future. Until now. There has been a lot written about leadership for the present day, but the world is changing quickly. What worked in the past won't work in the future. We need to know how to prepare leaders who can successfully navigate and guide us through the next decade and beyond. How is leadership changing, and why? How ready are leaders today for these changes? What should leaders do now? To answer these questions, Jacob interviewed over 140 CEOs from companies like Unilever, Mastercard, Best Buy, Oracle, Verizon, Kaiser, KPMG, Intercontinental Hotels Group, Yum! Brands, Saint-Gobain, Dominos, Philip Morris International, and over a hundred others. Jacob also partnered with LinkedIn to survey almost 14,000 of their members around the globe to see how CEO insights align with employee perspectives. The majority of the world's top business leaders that Jacob interviewed believe that while some core aspects of leadership will remain the same, such as creating a vision and executing on strategy, leaders of the future will need a new arsenal of skills and mindsets to succeed. What emerged from all of this research is the most accurate groundbreaking book on the future of leadership, which shares exclusive insights from the world's top CEOs and never before seen research. After reading it, you will: Learn the greatest trends impacting the future of leadership and their implications Understand the top skills and mindsets that leaders of the future will need to possess and how to learn them Change your perception of who a leader is and what leadership means Tackle the greatest challenges that leaders of the future will face See the gap that exists between what CEOs identified versus what employees are actually experiencing Become a future-ready leader This is the book that you, your team, and your organization must read in order to lead in the future of work.

**Ask a Manager** Alison Green, 2018-05-01 From the creator of the popular website *Ask a Manager* and New York's work-advice columnist comes a witty, practical guide to 200 difficult professional conversations—featuring all-new advice! There's a reason Alison Green has been called “the Dear Abby of the work world.” Ten years as a workplace-advice columnist have taught her that people avoid awkward conversations in the office because they simply don't know what to say. Thankfully, Green does—and in this incredibly helpful book, she tackles the tough discussions you may need to have during your career. You'll learn what to say when • coworkers push their work on you—then take credit for it • you accidentally trash-talk someone in an email then hit “reply all” • you're being micromanaged—or not being managed at all • you catch a colleague in a lie • your boss seems unhappy with your work • your cubemate's loud speakerphone is making you homicidal • you got drunk at the holiday party Praise for *Ask a Manager* “A must-read for anyone who works . . . [Alison Green's] advice boils down to the idea that you should be professional (even when others are not) and that communicating in a straightforward manner with candor and kindness will get you far, no matter where you work.”—Booklist (starred review) “The author's friendly, warm, no-nonsense writing is a pleasure to read, and her advice can be widely applied to relationships in all areas of readers' lives. Ideal for anyone new to the job market or new to management, or anyone hoping to improve their work experience.”—Library Journal (starred review) “I am a huge fan of Alison Green's *Ask a Manager* column. This book is even better. It teaches us how to deal with many of the most vexing big and little problems in our workplaces—and to do so with grace, confidence, and a sense of humor.”—Robert Sutton, Stanford professor and author of *The No Asshole Rule* and *The Asshole Survival Guide* “*Ask a Manager* is the ultimate playbook for navigating the traditional workforce in a diplomatic but firm way.”—Erin Lowry, author of *Broke Millennial: Stop Scraping By and Get Your Financial Life Together*

**You Only Get Answers to the Questions You Ask** John Maxwell, 2012-08-28 Smart leaders learn from their own mistakes. Smarter ones learn from others' mistakes—and successes. John C. Maxwell wants to help you become the smartest leader you can be by sharing Chapter 25, *You Only Get Answers To The Questions You Ask*, of *Leadership Gold* with you. After nearly forty years of leading, Maxwell has mined the gold so you don't have to. Each chapter contains detailed application exercises and a “Mentoring Moment” for leaders who desire to mentor others using the book. Gaining

leadership insight is a lot like mining for gold. You don't set out to look for the dirt. You look for the nuggets. You'll find them here.

*What to Ask the Person in the Mirror* Robert S. Kaplan, 2011 Harvard Business School professor and business leader Robert Kaplan presents a process for asking the big questions that will enable you to diagnose problems, change course if necessary, and advance your career.

**Start with Why** Simon Sinek, 2011-12-27 The inspirational bestseller that ignited a movement and asked us to find our WHY Discover the book that is captivating millions on TikTok and that served as the basis for one of the most popular TED Talks of all time—with more than 56 million views and counting. Over a decade ago, Simon Sinek started a movement that inspired millions to demand purpose at work, to ask what was the WHY of their organization. Since then, millions have been touched by the power of his ideas, and these ideas remain as relevant and timely as ever. *START WITH WHY* asks (and answers) the questions: why are some people and organizations more innovative, more influential, and more profitable than others? Why do some command greater loyalty from customers and employees alike? Even among the successful, why are so few able to repeat their success over and over? People like Martin Luther King Jr., Steve Jobs, and the Wright Brothers had little in common, but they all started with WHY. They realized that people won't truly buy into a product, service, movement, or idea until they understand the WHY behind it. *START WITH WHY* shows that the leaders who have had the greatest influence in the world all think, act and communicate the same way—and it's the opposite of what everyone else does. Sinek calls this powerful idea The Golden Circle, and it provides a framework upon which organizations can be built, movements can be led, and people can be inspired. And it all starts with WHY.

*Good Leaders Ask Great Questions* John C. Maxwell, 2014 In *GOOD LEADERS ASK GREAT QUESTIONS*, John C. Maxwell delves into the process of becoming a successful leader by examining how questions can be used to advantage. What are the questions leaders should ask themselves? What questions should they ask members of their team? He then responds to the toughest problems leaders have presented to him. Using social media, Maxwell offered the floor to followers with unanswered questions about what it takes to achieve their professional best, and selected seventy questions on the most popular topics, including: -- How can I discover my unique purpose as a leader? -- What is the most effective daily habit that any leader should develop? -- How do you motivate an unmotivated person? -- How would you work with a difficult leader who has no vision? This book is a thorough, insightful response to those readers and anyone who feels they have plateaued on their journey to develop their ultimate potential. Every leader has room to grow, and the advice in these pages will help readers assess their current position, and structure an effective plan to achieve their goals.--

**Why Should Anyone Be Led by You?** Robert Goffee, Gareth Jones, 2006-02-07 Too many companies are managed not by leaders, but by mere role players and faceless bureaucrats. What does it take to be a real leader—one who is confident in who she is and what she stands for, and who truly inspires people to achieve extraordinary results? Rob Goffee and Gareth Jones argue that leaders don't become great by aspiring to a list of universal character traits. Rather, effective leaders are authentic: they deploy individual strengths to engage followers' hearts, minds, and souls. They are skillful at consistently being themselves, even as they alter their behaviors to respond effectively in changing contexts. In this lively and practical book, Goffee and Jones draw from extensive research to reveal how to hone and deploy one's unique leadership assets while managing the inherent tensions at the heart of successful leadership: showing emotion and withholding it, getting close to followers while keeping distance, and maintaining individuality while "conforming enough." Underscoring the social nature of leadership, the book also explores how leaders can remain attuned to the needs and expectations of followers. *Why Should Anyone Be Led By You?* will forever change how we view, develop, and practice the art of leadership, wherever we live and work.

*The Respectful Leader* Gregg Ward, 2016-06-30 Boost morale and productivity by leading with respect *The Respectful Leader* presents an engaging, thought-provoking lesson for companies seeking off-the-charts performance. Author Gregg Ward draws on 25 years of leadership consulting, coaching and training experience to reveal the secret to great results: respect. In this true-to-life business fable, he shares the story of Des Hogan, a CEO who discovers that disrespectful behavior on the part of his leadership team is eating away at his company's morale, productivity, and profits. At a loss for a solution, he meets Grace—a straight-shooting, self-described little old lady in the maintenance department. With her no-nonsense advice, he sets out to revamp the culture and turn his company around; but first, he has to turn inward and realize that his own behavior sets the tone for the company at every level. This enlightening, engaging and honest story will help you recognize and analyze your own behaviors and interactions, and show you how to create a winning culture based on leading with respect. Intimidation, micro-management and insecurity do not drive top-level performance. True success is built on free-flowing, trusted, and open collaboration between departments, levels, and specialties. This book shows you how to build respect among the ranks—from the top down. Learn the key respectful leadership behaviors that significantly impact morale Learn how to adjust your own, and others', attitudes to boost productivity, teamwork, and profits Benefit personally and professionally by leading from a place of mutual respect and consideration People perform best when they feel valued and valuable. And, when they are respected for their experience, talents and skills, they'll become personally invested in outcomes—both short- and long-term—and consistently go the extra mile. Respectful leadership ignites passion, innovation, creativity, and efficiency, while control-based leadership and intimidation breeds complacency and mediocrity. Which environment would better serve your company? *The Respectful Leader* shows you how to achieve sustainable success with a simple behavioral paradigm shift.

*The Only Leadership Book You'll Ever Need* Peter Barron Stark, Jane Flaherty, 2010-01-01 Every organization faces challenges and hardships. The *Only Leadership Book You'll Ever Need* teaches leaders how to overcome their most difficult obstacle: employee engagement. By pinpointing specific areas leaders can focus on and change, this book shows how one leader can effectively change the entire workplace environment-- for the better. Topics addressed include: The 10 Keys to Workplace Excellence. The 11 Stupid Things Managers Do to Mess Up Workplace Excellence. 76 Strategies to Effectively Lead and Engage Employees. Timely and accessible, *The Only Leadership Book You'll Ever Need* is an essential book for every executive and manager.

**A Leader's Legacy** James M. Kouzes, Barry Z. Posner, 2008-12-22 Uncover the latest developments in leadership development and coaching with insights from two of the most respected voices on the subject In this provocative book, leadership experts and authors of the best-selling *The Leadership Challenge*, Jim Kouzes and Barry Posner take on a unique challenge and explore questions of leadership and legacy. In 22 stand-alone chapters, Kouzes and Posner examine the critical questions all leaders must ask themselves before they can leave a lasting impact. These powerful essays are grouped into four categories: Significance, Relationships, Aspirations, and Courage. In each essay the authors consider a thorny and often ambiguous issue with which today's leaders must grapple—such as how leaders serve and sacrifice, why leaders need loving critics, why leaders should want to be liked, why leaders can't take trust for granted, why it's not just the leader's vision that matters, why failure is always an option, why it takes courage to "make a life," how to liberate the leader in everyone, and ultimately, how the legacy you leave is the life you lead. In the book, you'll find: A free-flowing discussion of leadership topics and lessons Incisive explorations of ambiguous issues and paradoxes that have bedeviled leaders for generations Concise and to-the-point essays representing new approaches to familiar themes, new stories, and new experiences *A Leader's Legacy* is an indispensable resource for managers, executives, and other business leaders looking for insightful new ways to push their leadership development further than they ever thought possible.

**78 Important Questions Every Leader Should Ask and Answer** Chris Clarke-Epstein, 2002 Q: What's the one skill that every great leader needs to have? A: The ability to ask and answer the right questions.

**Ask Powerful Questions** Will Wise, Chad Littlefield, 2023-05-14 What might happen if small talk was replaced with conversations that matter? In their Bestselling book, Will Wise and Chad Littlefield explain how the questions we traditionally ask are often meaningless when it comes to establishing a connection. Introducing a set of practice tools for understanding others by changing the way we ask questions, Will and Chad show how to transform How are you?-I'm fine, thanks into conversations that change not only how you lead but who you are as a person. Educators, business professionals, personal coaches, and anyone in a position of leadership will relate to the personal successes and failures Will shares. He unpacks the art of asking questions that lay the foundation for trust, psychological safety, productivity, and impact. Chad complements Will's personal stories and examples with fascinating facts and nuances in neuroscience that are behind the art of asking. Together, the art of asking and the science behind it join to create a

simple and powerful framework for leaders to build a culture of connection. In his book, Will and Chad break it down into six simple steps for all of us to be able to understand. The Asking Powerful Questions Pyramid? shows you how to build: Intention Rapport Openness Listening Empathy Powerful questions can be used everywhere: from the board room to the city park, the dinner table to the grocery store. If you want to connect with employees at a team building retreat, hone your leadership skills as a new boss, improve the company culture where you work...this book is for you. If you want to navigate difficult conversations with your spouse or a friend, or practice presence-based listening with your kids...this book is for you. If you want to become a better educator and facilitate an ice breaker conversation with colleagues...this book is for you. Ask Powerful Questions invites the reader on a journey that explores: the clarity of intent, connecting through rapport, creating openness, reflective listening, and empathy. How can we explore the space between ourselves and others, and exchange meaningful perspectives? Just ask-powerfully.

**Just Middle Manager Next Great Leader** David J. Hulings, 2017-05-23 Just Middle Manager is traveling to the celestial city of influence to be renamed Next Great Leader. But what is a great leader? Is there one style of leadership or many? These questions and many more weigh on both Just Middle Managers back and his heart as he sets out to follow his dream. Just Middle Manager is the story every leader should read, bringing to life the archetypes of Carl Jung into the real world of leadership style. Just Middle Manager is brought face-to-face with typical leader archetypes like ruler and warrior but also discovers nuggets of truth from the lesser known destroyer, lover, and orphan. Reading this enchanting fable that is more than just another boring business book will challenge you: Just Middle Manager or Next Great Leader? What other leaders\* are saying about Just Middle Manager: Next Great Leader Leader Innocent Provides leadership hope Leader Orphan Words warning leaders Leader Warrior Provides discipline for leaders Leader Caregiver Helps leaders Leader Seeker A great adventure for all leaders Leader Lover A leadership book to embrace Leader Destroyer Teaches leaders how to let go Leader Creator Inspires leaders to be creative Leader Ruler Well-organized thoughts for leaders Leader Magician Transforming words for leaders Leader Sage Nuggets of wisdom for leaders Leader Jester A great and fun story for leaders \*Not familiar with these twelve leaders? Allow them to introduce themselves through the story of Just Middle Manager: Next Great Leader. When you finish, you may find one or two of them may actually be you!

**Turn the Ship Around!** L. David Marquet, 2013-05-16 “One of the 12 best business books of all time.... Timeless principles of empowering leadership.” – USA Today The best how-to manual anywhere for managers on delegating, training, and driving flawless execution.” —FORTUNE Since Turn the Ship Around! was published in 2013, hundreds of thousands of readers have been inspired by former Navy captain David Marquet’s true story. Many have applied his insights to their own organizations, creating workplaces where everyone takes responsibility for his or her actions, where followers grow to become leaders, and where happier teams drive dramatically better results. Marquet was a Naval Academy graduate and an experienced officer when selected for submarine command. Trained to give orders in the traditional model of “know all-tell all” leadership, he faced a new wrinkle when he was shifted to the Santa Fe, a nuclear-powered submarine. Facing the high-stress environment of a sub where there’s little margin for error, he was determined to reverse the trends he found on the Santa Fe: poor morale, poor performance, and the worst retention rate in the fleet. Almost immediately, Marquet ran into trouble when he unknowingly gave an impossible order, and his crew tried to follow it anyway. When he asked why, the answer was: “Because you told me to.” Marquet realized that while he had been trained for a different submarine, his crew had been trained to do what they were told—a deadly combination. That’s when Marquet flipped the leadership model on its head and pushed for leadership at every level. Turn the Ship Around! reveals how the Santa Fe skyrocketed from worst to first in the fleet by challenging the U.S. Navy’s traditional leader-follower approach. Struggling against his own instincts to take control, he instead achieved the vastly more powerful model of giving control to his subordinates, and creating leaders. Before long, each member of Marquet’s crew became a leader and assumed responsibility for everything he did, from clerical tasks to crucial combat decisions. The crew became completely engaged, contributing their full intellectual capacity every day. The Santa Fe set records for performance, morale, and retention. And over the next decade, a highly disproportionate number of the officers of the Santa Fe were selected to become submarine commanders. Whether you need a major change of course or just a tweak of the rudder, you can apply Marquet’s methods to turn your own ship around.

**Great Leaders Grow** Kenneth H. Blanchard, Ken Blanchard, Mark Miller, 2012-02-06 Successful leaders don't rest on the laurels. Leadership must be a living process, and life means growth. Great Leaders Grow shows leaders and aspiring leaders precisely which areas to focus on so they can remain effective throughout their lives.

Ignite the flame of optimism with is motivational masterpiece, **Just Ask Leadership Just Ask Leaders** . In a downloadable PDF format ( \* ), this ebook is a beacon of encouragement. Download now and let the words propel you towards a brighter, more motivated tomorrow.

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## Just Ask Leadership Just Ask Leaders Introduction

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restrictions, or print restrictions. Breaking these restrictions might require specific software or tools, which may or may not be legal depending on the circumstances and local laws.

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