

The Focus The Egon Zehnder International Leadership Magazine 102

Janice Caplan

Global Strategy and Management Paul N. Gooderham, Birgitte Grøgaard, Kirsten Foss, 2019

This book addresses the most crucial challenges facing managers of MNCs as they operate across different institutional frameworks and complex cultural contexts. What is the optimal balance between local responsiveness and global integration? How can a common culture be developed in the face of profound cultural differences? How can knowledge be transferred across the MNC? What employment policies are legitimate in a world of differing standards?

Adaptive Leadership: The Heifetz Collection (3 Items) Ronald A. Heifetz, Marty Linsky, 2014-09-23 In times of constant change, adaptive leadership is critical. This Harvard Business Review collection brings together the seminal ideas on how to adapt and thrive in challenging environments, from leading thinkers on the topic—most notably Ronald A. Heifetz of the Harvard Kennedy School and Cambridge Leadership Associates. The Heifetz Collection includes two classic books: *Leadership on the Line*, by Ron Heifetz and Marty Linsky, and *The Practice of Adaptive Leadership*, by Heifetz, Linsky, and Alexander Grashow. Also included is the popular Harvard Business Review article, “Leadership in a (Permanent) Crisis,” written by all three authors. Available together for the first time, this collection includes full digital editions of each work. Adaptive leadership is a practical framework for dealing with today’s mix of urgency, high stakes, and uncertainty. It has been used by individuals, organizations, businesses, and governments worldwide. In a world of challenging environments, adaptive leadership serves as a guide to distinguishing the essential from the expendable, beginning the meaningful process of adaption, and changing the status quo. Ronald A. Heifetz is a cofounder of the international leadership and consulting practice Cambridge Leadership Associates (CLA) and the founding director of the Center for Public Leadership at the Harvard Kennedy School. He is renowned worldwide for his innovative work on the practice and teaching of leadership. Marty Linsky is a cofounder of CLA and has taught at the Kennedy School for more than twenty-five years. Alexander Grashow is a Senior Advisor to CLA, having previously held the position of CEO.

Scrum for Sales Michael J. Scherm, 2021-10-30 Many companies want to make their sales agile. Some of them have tried to set up agile sales organizations, but such top-down approaches and big-bang rollouts seldom seem to work. This book shows how the elements of the leading agile framework “Scrum” should be applied to install agility in the salesforce, improve sales performance, and resolve typical performance issues in sales organizations. It contains concrete guidelines, real-world examples, and useful tools to create the necessary change step by step and built to last.

Motivation im Führungskontext von Sozialunternehmen Tobias M. Hoffmann, 2016-02-29 Tobias M. Hoffmann untersucht, wie in Sozialunternehmen gesellschaftliches Engagement und ökonomisches Handeln durch geeignete Führung und Anreizmechanismen realisiert werden können. Basierend auf einer tiefen Aufarbeitung von Social Entrepreneurship und Arbeitsmotivation erarbeitet der Autor mittels Fallanalysen führender Sozialunternehmen konkrete Gestaltungsansätze mit Fokus auf autonomer Motivation. Die Bedeutung, aber auch die Grenzen der Professionalisierung von Anreizsystemen werden verdeutlicht. Eine umfassende Diskussion ermöglicht die Einordnung der Ergebnisse im gemeinnützigen und privatwirtschaftlichen Forschungskontext.

Coaching for the Future Janice Caplan, 2003 Coaching has surged in popularity in recent years, gaining acceptance as a high-impact tool for executive development, and is finding broader and farther-reaching business applications. Increasingly, coaching is seen as the strategic solution for the key business issues - managing the knowledge embedded in the organisation, ensuring the continuous development of that knowledge and managing the knowledge worker. These are critical to competitive success, regardless of whether your organisation is a commercial, not-for-profit or government agency. Janice Caplan has drawn on a wealth of experience to deliver this definitive title, through the use of practical tools and techniques, fully supported by a wealth of case studies from leading organisations in every field, including call centres, television news reporting, the arts world, and a number of public and private sector organisations.

Coaching Across Cultures Philippe Rosinski,2010-11-26 Philippe Rosinski is a leader in the coaching field. Coaching Across Cultures reveals his pioneering multi-cultural approach and innovative global perspective. His book is a treasure for anyone eager to learn how to effectively facilitate human fulfillment and responsible growth. - Laura Berman Fortgang, Author of Take Yourself to the Top and Living Your Best Life As coaches and clients increasingly realize, the demands of business mean that it is now vital to integrate, understand and leverage cultural differences across countries and corporations. Coaching Across Cultures bridges the gap between coaching and interculturalism.

Leading in a Culture of Change Michael Fullan,2007-02-02 At the very time the need for effective leadership is reaching critical proportions, Michael Fullan's Leading in a Culture of Change provides powerful insights for moving forward. We look forward to sharing it with our grantees. -- Tom Vander Ark, executive director, Education, Bill and Melinda Gates Foundation Fullan articulates clearly the core values and practices of leadership required at all levels of the organization. Using specific examples, he convinces us that the key change principles are equally critical for leadership in business and education organizations. --John Evans, chairman, Torstar Corporation In Leading in a Culture of Change, Michael Fullan deftly combines his expertise in school reform with the latest insights in organizational change and leadership. The result is a compelling and insightful exposition on how leaders in any setting can bring about lasting, positive, systemic change in their organizations. --John Alexander, president, Center for Creative Leadership Michael Fullan's work is remarkable. He masterfully captures how leaders can significantly improve their learning and performance, even in the uncontrollable, chaotic circumstances in which they practice. A tour de force. --Anthony Alvarado, chancellor of instruction, San Diego City Schools Too often schools and businesses are seen as separate and foreign places. Michael Fullan blends the best of knowledge from each into an exemplary template for improving leadership in both. --Terrence E. Deal, coauthor of Leading with Soul Business, nonprofit, and public sector leaders are facing new and daunting challenges--rapid-paced developments in technology, sudden shifts in the marketplace, and crisis and contention in the public arena. If they are to survive in this chaotic environment, leaders must develop the skills they need to lead effectively no matter how fast the world around them is changing. Leading in a Culture of Change offers new and seasoned leaders' insights into the dynamics of change and presents a unique and imaginative approach for navigating the intricacies of the change process. Michael Fullan--an internationally acclaimed expert in organizational change--shows how leaders in all types of organizations can accomplish their goals and become exceptional leaders. He draws on the most current ideas and theories on the topic of effective leadership, incorporates case examples of large scale transformation, and reveals a remarkable convergence of powerful themes or, as he calls them, the five core competencies. By integrating the five core competencies--attending to a broader moral purpose, keeping on top of the change process, cultivating relationships, sharing knowledge, and setting a vision and context for creating coherence in organizations--leaders will be empowered to deal with complex change. They will be transformed into exceptional leaders who consistently mobilize their compatriots to do important and difficult work under conditions of constant change.

The Practice of Adaptive Leadership Ronald Abadian Heifetz,Alexander Grashow,Martin Linsky,2009 A hands-on, practical guide, Practice of Adaptive Leadership contains stories, tools, diagrams, cases, and worksheets to help managers develop their skills as leaders who are able to take people outside their comfort zones and address the toughest challenges.

Destined to Lead K. Wasylyshyn,2014-09-05 In a field that's crowded with how-to coaching books and academic tomes on organization/leadership behavior, Destined to Lead breaks away from the crowd with its specificity and candor on how real cases unfolded in the hands in one of the world's most respected pioneers of executive coaching.

Moral Intelligence 2.0 Doug Lennick,Fred Kiel Ph.D.,2011-04-05 The best-performing companies have leaders who actively apply moral values to achieve enduring personal and organizational success. Lennick and Kiel extensively identify the moral components at the heart of

the recent financial crisis, and illuminate the monetary and human costs of failed moral leadership in global finance, business and government. The authors begin by systematically defining the principles of moral intelligence and the behavioral competencies associated with them. Next, they demonstrate why sustainable optimal performance—on both an individual and organizational level—requires the development and application of superior moral and emotional competencies. Using many new examples and real case studies and new interviews with key business leaders, they identify connections between moral intelligence and higher levels of trust, engagement, retention, and innovation. Readers will find specific guidance on moral leadership in both large organizations and entrepreneurial ventures, as well as a new, practical, step-by-step plan for measuring and strengthening every component of moral intelligence—from integrity and responsibility to compassion and forgiveness. The authors also provide practical ways for readers to develop their own moral and emotional competencies.

Workforce Strategies, 1996

Winning (Enhanced Edition) Jack Welch, Suzy Welch, 2013-03-26 A champion manager of people, Jack Welch shares the hard-earned wisdom of a storied career in what will become the ultimate business bible. With *Winning*, Jack Welch delivers a wide-ranging, in-depth, no-holds-barred management guidebook about the tough strategic, organizational, and personal challenges that face people at every stage of their careers. Loaded with candid personal anecdotes, hard-hitting advice, and invaluable dos and don'ts, Jack explains his theory of business, by laying out the four most important principles that form the foundation of his success. Chapters include: How to Get Promoted, How to Think about Strategy, How to Write a Budget that Works, How to Work for a Jerk, How Find Work-Life Balance and How Start Something New. Enlivened by quotes from business leaders that Welch interviewed especially for the book, it's a tour de force that reflects Welch's mastery of execution, excellence and leadership.

It's Not the how Or the what But the who Claudio Fernandez Araoz, 2014 A global expert on hiring and leadership development explains how the choices a person makes in their life about friends, partners, a spouse and elected officials impacts their performance at every task in life. 25,000 first printing.

Agiler Vertrieb mit Scrum Michael J. Scherm, 2024-02-29 Dieses Buch zeigt, wie Unternehmen das führende agile Framework „Scrum“ einsetzen können, um Agilität im Vertrieb zu erreichen, die Verkaufsleistung zu verbessern und typische Performanceprobleme in ihren Organisationen zu lösen. Viele Unternehmen wollen Vertrieb und Vertriebsmanagement agil gestalten, doch Top-Down-Ansätze und überstürzte Rollouts scheinen selten zu funktionieren. Erfahrung und die richtigen Werkzeuge sind gefragt. Das Buch gibt konkrete Handlungsanleitungen, Beispiele aus der Praxis und liefert nützliche Tools, um die notwendigen Veränderungen im Vertrieb Schritt für Schritt zukunftsfähig zu gestalten.

Rainmaking Conversations Mike Schultz, John E. Doerr, 2011-03-29 Conversations make or break everything in sales. Every conversation you have is an opportunity to find new prospects, win new customers, and increase sales. *Rainmaking Conversations* provides a proven system for leading masterful conversations that fill the pipeline, secure new deals, and maximize the potential of your account. *Rainmaking Conversations* offers a research-based, field-tested, and practical selling approach that will help you master the art of the sales conversation. This proven system revolves around the acronym RAIN, which stands for Rapport, Aspirations and Afflictions, Impact, and New Reality. You'll learn how to ask your prospects and clients the right questions, and help them set the agenda for success. Armed with the knowledge of the markets you serve, the common needs of prospects, and how your products and services can help, you can become a trusted advisor to your clients during and after the sale. With the RAIN system, you'll be able to: Build rapport and trust from the first contact Create conversations with prospects, referral sources, and clients using the telephone, email, and mail Uncover the real need behind client challenges Make the case for improved business impact and return on investment (ROI) for your prospects Understand and communicate your value proposition Apply the 16 principles of influence in sales Overcome and

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How to Make it Big as a Consultant William A. Cohen, 2001 Over 70,000 copies in print It's the classic guide to success in the demanding world of consulting.

Navigating the Digital Age Matt Aiello, Philipp Amann, Mark Anderson, Brad Arkin, Kal Bittianda, Gary A. Bolles, Michal Boni, Robert Boyce, Mario Chiock, Gavin Colman, Alice Cooper, Tom Farley, George Finney, Ryan Gillis, Marc Goodman, Mark Gosling, Antanas Guoga, William Houston, Salim Ismail, Paul Jackson, Siân John, Ann Johnson, John Kindervag, Heather King, Mischel Kwon, Selena Loh LaCroix, Gerd Leonhard, Pablo Emilio Tamez López, Gary McAlum, Diane McCracken, Mark McLaughlin, Danny McPherson, Stephen Moore, Robert Parisi, Sherri Ramsay, Max Randria, Mark Rasch, Yorck O. A. Reuber, Andreas Rohr, John Scimone, James Shira, Justin Somaini, Lisa J. Sotto, Jennifer Steffens, Megan Stifel, Ed Stroz, Ria Thomas, James C. Trainor, Rama Vedashree, Patric J. M. Versteeg, Nir Zuk, Naveen Zutshi, 2018-10-05 Welcome to the all-new second edition of *Navigating the Digital Age*. This edition brings together more than 50 leaders and visionaries from business, science, technology, government, academia, cybersecurity, and law enforcement. Each has contributed an exclusive chapter designed to make us think in depth about the ramifications of this digital world we are creating. Our purpose is to shed light on the vast possibilities that digital technologies present for us, with an emphasis on solving the existential challenge of cybersecurity. An important focus of the book is centered on doing business in the Digital Age—particularly around the need to foster a mutual understanding between technical and non-technical executives when it comes to the existential issues surrounding cybersecurity. This book has come together in three parts. In Part 1, we focus on the future of threat and risks. Part 2 emphasizes lessons from today's world, and Part 3 is designed to help you ensure you are covered today. Each part has its own flavor and personality, reflective of its goals and purpose. Part 1 is a bit more futuristic, Part 2 a bit more experiential, and Part 3 a bit more practical. How we work together, learn from our mistakes, deliver a secure and safe digital future—those are the elements that make up the core thinking behind this book. We cannot afford to be complacent. Whether you are a leader in business, government, or education, you should be knowledgeable, diligent, and action-oriented. It is our sincerest hope that this book provides answers, ideas, and inspiration. If we fail on the cybersecurity front, we put all of our hopes and aspirations at risk. So we start this book with a simple proposition: When it comes to cybersecurity, we must succeed.

The Harvard Business Review Manager's Handbook Harvard Business Review, 2016-12-13 The one primer you need to develop your managerial and leadership skills. Whether you're a new manager or looking to have more influence in your current management role, the challenges you face come in all shapes and sizes—a direct report's anxious questions, your boss's last-minute assignment of an important presentation, or a blank business case staring you in the face. To reach your full potential in these situations, you need to master a new set of business and personal skills. Packed with step-by-step advice and wisdom from Harvard Business Review's management archive, the HBR Manager's Handbook provides best practices on topics from understanding key financial statements and the fundamentals of strategy to emotional intelligence and building your employees' trust. The book's brief sections allow you to home in quickly on the solutions you need right away—or take a deeper dive if you need more context. Keep this comprehensive guide with you throughout your career and be a more impactful leader in your organization. In the HBR Manager's Handbook you'll find: - Step-by-step guidance through common managerial tasks - Short sections and chapters that you can turn to quickly as a need arises - Self-assessments throughout - Exercises and templates to help you practice and apply the concepts in the book - Concise explanations of the latest research and thinking on important management skills from Harvard Business Review experts such as Dan Goleman, Clayton Christensen, John Kotter, and Michael Porter - Real-life stories from working managers - Recaps and action items at the end of each chapter that allow you to reinforce

or review the ideas quickly The skills covered in the book include: - Transitioning into a leadership role - Building trust and credibility - Developing emotional intelligence - Becoming a person of influence - Developing yourself as a leader - Giving effective feedback - Leading teams - Fostering creativity - Mastering the basics of strategy - Learning to use financial tools - Developing a business case

The Economist, 1990

Leading with Emotional Intelligence: Hands-On Strategies for Building Confident and Collaborative Star Performers Reldan Nadler, 2010-09-17 Everyone agrees that Emotional Intelligence (EI) plays a key role in overall success. But when it comes to putting theory into practice, EI consultant Reldan Nadler, Psy.D., has written the only book on the subject that shows you step-by-step how to: INCREASE CONFIDENCE IMPROVE TEAMWORK ENHANCE COMMUNICATION DEVELOP STAR PERFORMANCE PROTECT YOUR IQ WITH EI The more than 100 cutting-edge tools and strategies presented here are used by the most effective leaders in the world. This complete, hands-on action plan has worksheets, exercises, self-quizzes, and much more to show how great leaders put Emotional Intelligence to work. One of the most practical and useful books on the topic that I've seen. -- David B. Peterson, Ph.D., Senior Vice President, Personnel Decisions International, author of *Leader as Coach* and *Development First* The perfect field guide for leaders who hope to improve their Emotional Intelligence and increase employee engagement, performance, and retention in the process. It is user-friendly and filled with practical tips and tools. - Sharon Jordan-Evans, co-author of *Love 'Em or Lose 'Em: Getting Good People to Stay* Provides detailed and easy-to-use practices to make you and your leaders superstars. One of the most valuable leadership books available! -- Jeffrey E. Aurbach, Ph.D., President, College of Executive Coaching Open to any page, and you will find a key lesson in leadership. -- Sylvia K. Leduc, M.Ed., MPEC, leadership specialist Provides the kind of real-world guidance that is so often missing from leadership books. The tools and techniques are immediately applicable. -- Nick Rothenberg, OD consultant and owner, 2Be, LLC First introduced 15 years ago, Emotional Intelligence (EI) has been recognized as a far better indicator of success in the workplace than IQ is. But how do you apply the principles of EI in the real world? This book shows you how. Written by Dr. Reldan Nadler--one of the top corporate experts in EI leadership--this hands-on guide uses case scenarios and step-by-step strategies to provide all the answers you need: How do I increase my confidence and EI to become a star player? How can I become more effective as a leader? How do I develop my people to become our next leaders? How can I communicate decisions to become more successful? What can I do at my next team meeting to improve morale and performance? Filled with more than 100 EI tools and techniques, Dr. Nadler's proven program is a must-have resource for CEOs, executives, managers, and team leaders. Organized by key topics--communication, collaboration, confidence, self-control, and developing others--this book offers invaluable quick-reference tips, as well as detailed checklists, worksheets, and action plans. In addition, you'll find fascinating frontline reports of leadership in action: Warren Buffett's vision and leadership of powerful CEOs, Jeff Immelt's staying power at GE, Pete Carroll's optimism at USC, and Meg Whitman's commitment to service at eBay. This is how successful people put their emotional skills to work. This is how you increase confidence, teamwork, and performance. This is *Leading with Emotional Intelligence*.

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