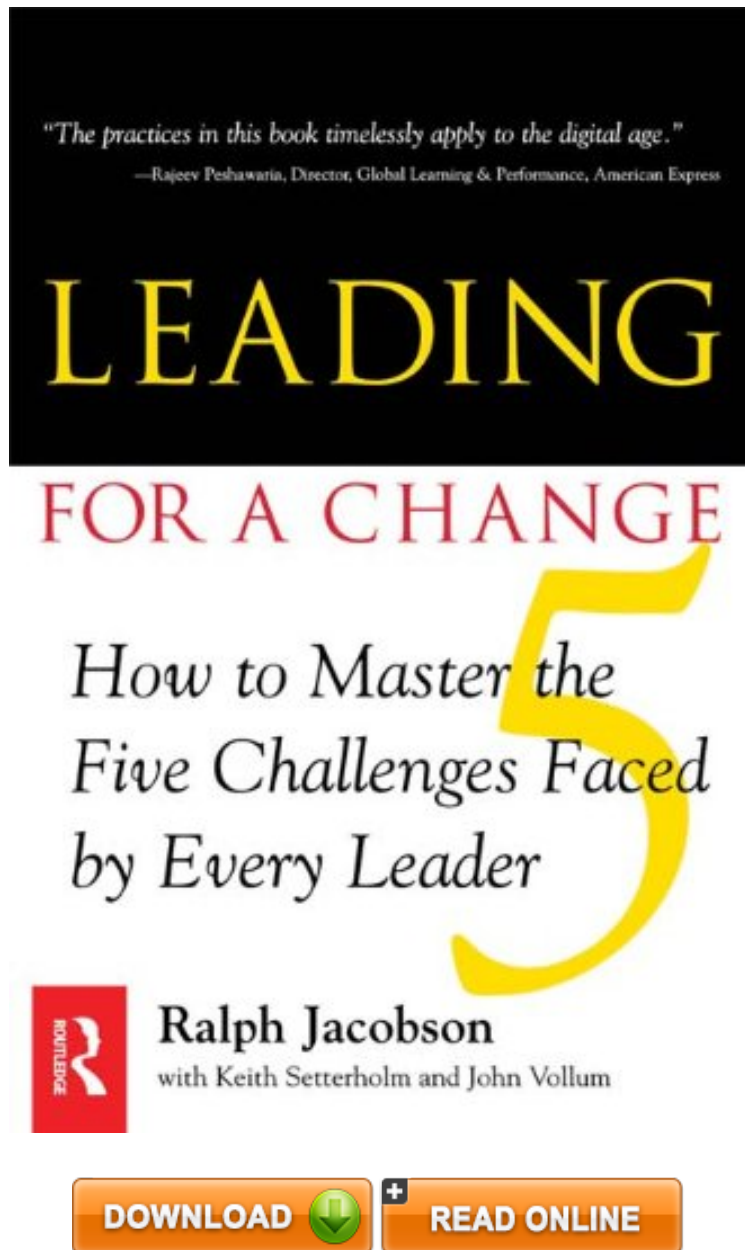


Leading for a Change

Ralph D. Jacobson

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Ralph D. Jacobson : Leading for a Change before purchasing it in order to gauge whether or not it would be worth my time, and all praised Leading for a Change:

0 of 0 people found the following review helpful. A great resource for any manager wanting to progressBy Disc123This book was a lightening rod. The analogies and examples hit home with the challenges my division is facing. Through keen insight as well as practical steps, the author is able to provide a thoughtful roadmap to follow. Highly recommended for a group that has experienced growth but is now at another crossroads.2 of 2 people found the following review helpful. Leading for a Change: How to Master the 5 ChallengesBy john p oldendorf-VP HR Rio Algom"Leading for a Change" by Ralph Jacobson is like having your own consultant working with you. Ralph makes

the book "user friendly". He presents the reader with a "bag of tools" from which he/she can pick and choose those that meet their specific needs. Mr. Jacobson has brought together sound theory on leadership with practical approaches for operationalizing change. I would guess he has been able to synthesize theory and practice because he himself has worked both in HR and as a consultant...he seems to know both sides of the equation. This book gives the reader some special insights into "what may work" and what won't in your specific circumstance. He organizes the book in a way that makes it a handy reference book...one you can pull off the shelf and remind yourself as to how you may want to approach a leadership issue. I would recommend this as reading to anyone who has concerns about how to maximize leadership potential...either on a personal basis or for your company. 1 of 1 people found the following review helpful. Timeless and Relevant By Pamela N. Hursh I was first exposed to *Leading for a Change* by Ralph Jacobson a number of years ago. I used the concepts and toolkit in developing strategic leadership in my organization. Since then I have pulled out the book and applied those concepts to many different business situations and organizations. Whatever lifecycle stage your company or department is at there is tremendous application. I believe this is due to the practical concepts and easy to implement strategies in an ever changing business environment. The information surrounding managing the paradox of balancing today's realities with driving change and the new future was particularly relevant to me.

Bringing together the best practices of many of the most highly respected organizational thinkers shaping the future landscape of business, *Leading for a Change* finally answers the question of how to make leadership success a reality. This book is relevant for all leaders within the organization—from the shop floor, to those pushing the envelope with e-commerce to walnut row. The book's "5 Challenges of Organizational Leadership" enables readers to concentrate on specific tasks crucial to creating a unified, visionary and dynamic organization. The author's unique Leader's Map framework lays out the five universal challenges facing today's leaders: reframing the future, developing followership, teaching and learning, building community, and balancing paradox. The book's leadership "roadmap" and diagnostic surveys help readers assess their organization's current and emerging leadership challenges and devise new adaptable and anticipatory strategies. Drawing from the works of such luminary business gurus as Kouzes Posner, Senge, Covey, Bennis, Hamel and others, the author has translated their wisdom into practical tools that bring clarity to the order and rhythm of what it takes to be a successful leader. *Leading for a Change* is straightforward and free from jargon. The unique underlying principles of the book are: Leadership can be learned, thus it is less art and mostly practice. Leadership need not be a solo act. Leaders support each other to accomplish organization objectives. The most successful leaders focus on using their strengths effectively. Effective leaders learn to use leadership tools in ways that are natural to them.

From the Publisher *Leading for a Change* arms you with proven and practical methods, techniques, and tools to help you achieve outstanding business results. Use the book's innovative framework and its revealing diagnostic survey to assess your organization's leadership needs. The book's "five challenges" help you develop leadership strategies and implement practices crucial for creating a dynamic and successful organization. *Leading for a Change* uniquely prepares you to cultivate and revitalize leadership throughout your organization. About the Author An adjunct professor at the Executive MBA program at University of St. Thomas. Principal at Synthesis Consulting Inc.